

DOD CIVILIAN DEMOGRAPHICS AS OF OCT 31, 2008

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APPROPRIATED FUND

DOD CIVILIAN OVERVIEW

DOD SENIOR LEADER OVERVIEW

NON APPROPRIATED FUND

LOCAL NATIONALS

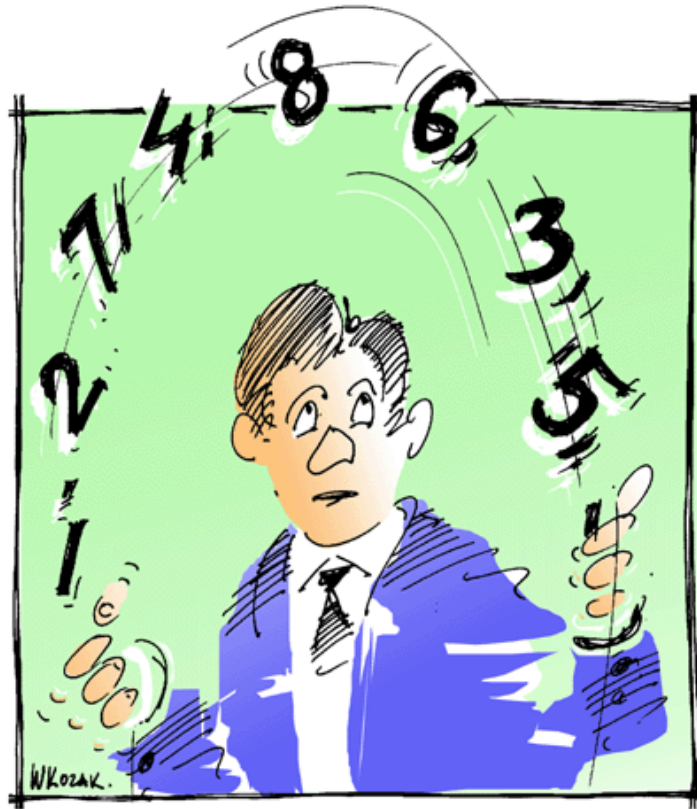


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Non Appropriated Fund

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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

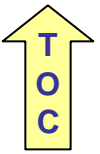
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Local Nationals

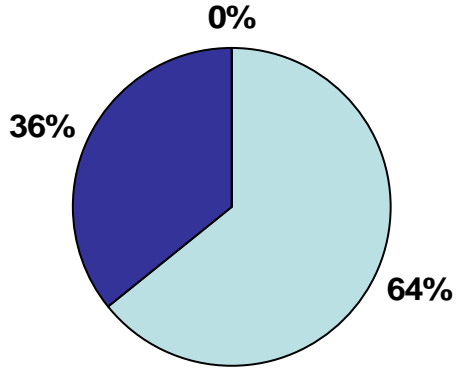
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APPROPRIATED FUND

DoD Civilian Overview (Appropriated Fund)

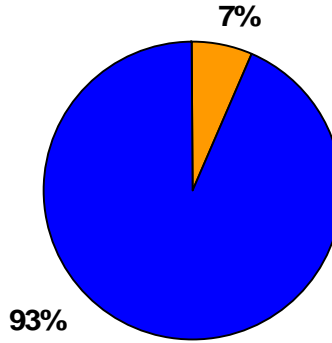


Gender



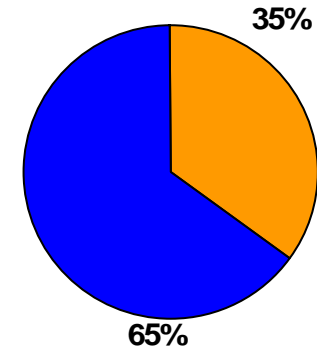
Male Female Not Specified

Disability



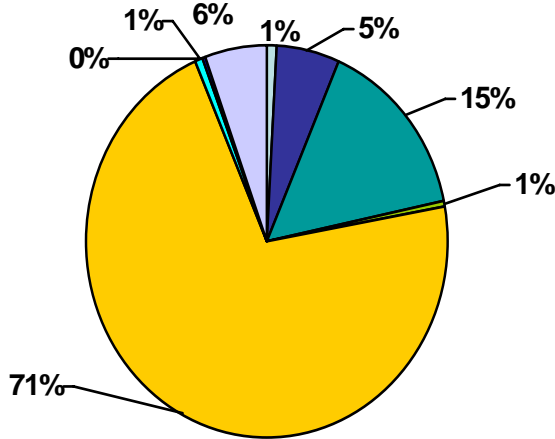
Disability No Disability

Education



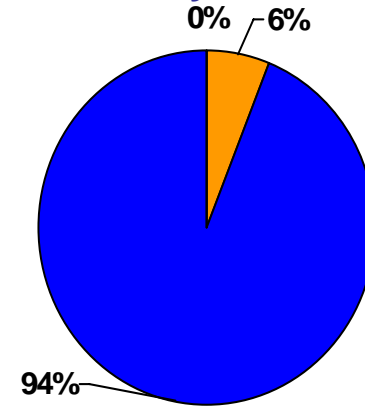
College or Higher No College Degree

Race Designation



American Indian or Alaska Native
 Asian
 Black or African American
 Native Hawaiian or Other Pacific Islander
 White
 Multiracial
 Identity Pending
 Race Unspecified

Ethnicity

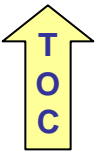


Hispanic Non Hispanic Ethnicity Unspecified

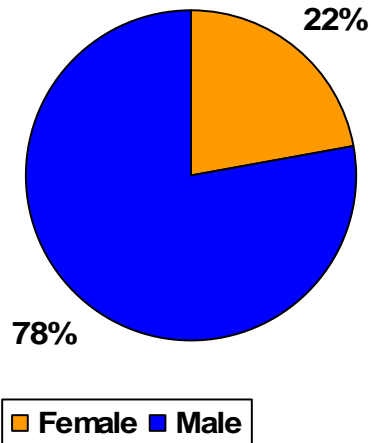
Blue/White Collar

Bargaining/Non Bargaining Unit

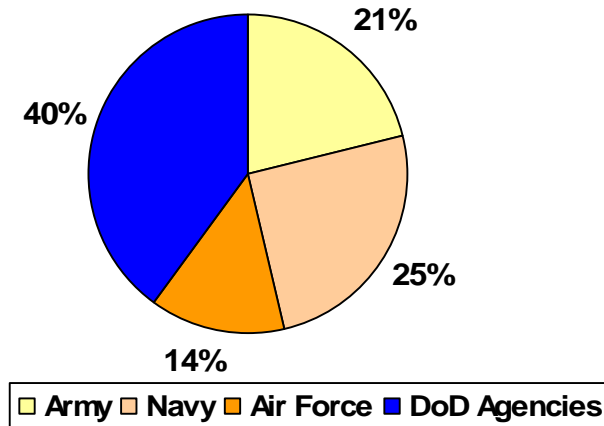
DoD Senior Leader* Overview (Appropriated Fund)



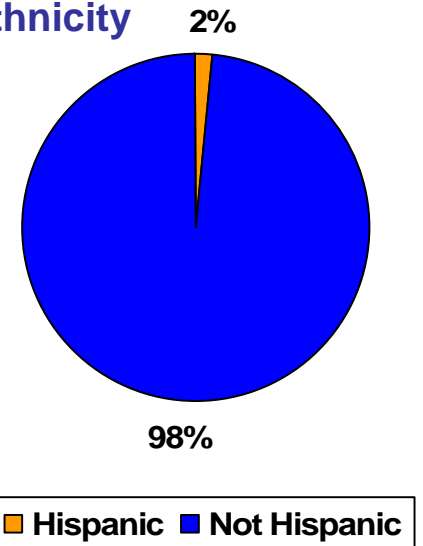
Gender



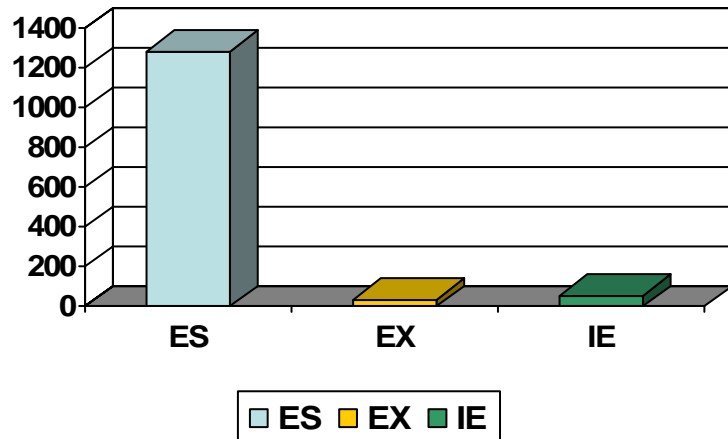
Components



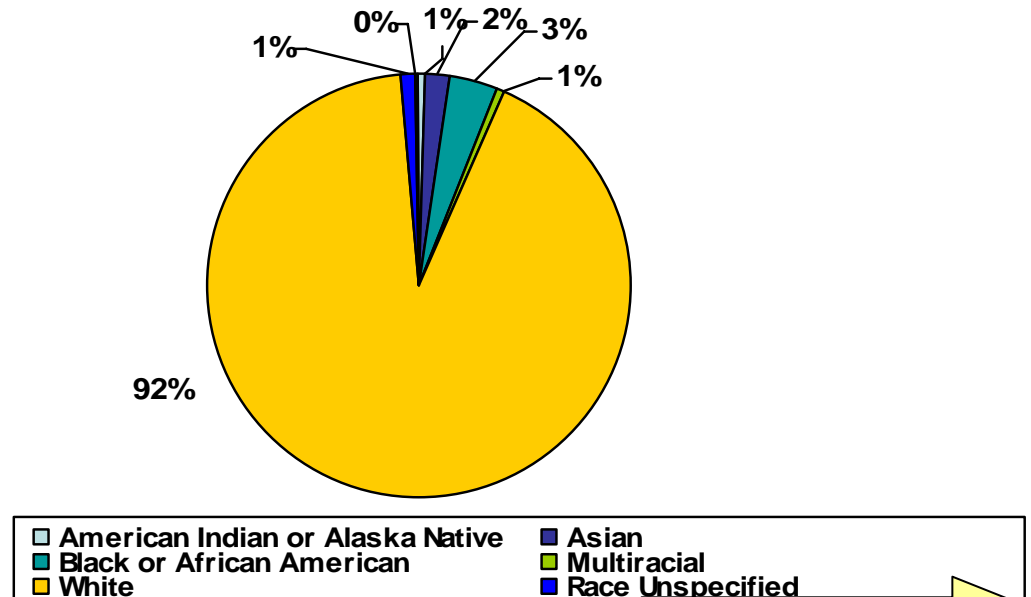
Ethnicity



ES,EX,IE Pay Plans



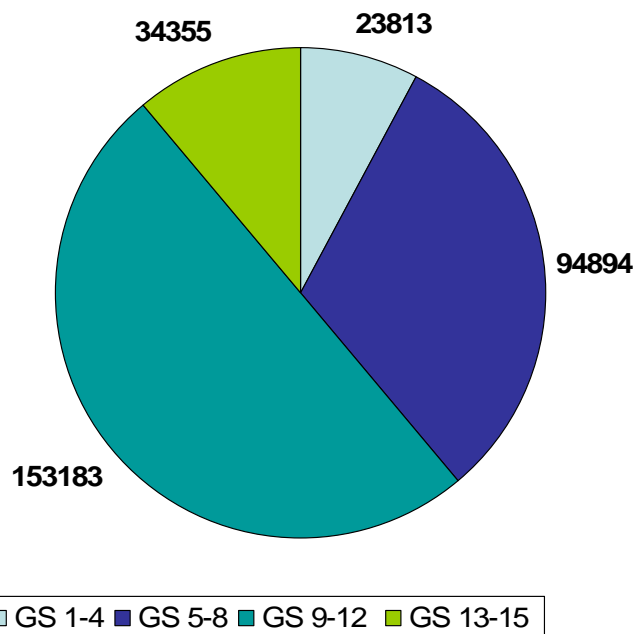
Race Designation



[Senior Leader Details](#)

*Includes ES, EX, IE Pay Plans
Percentages compared to total Senior Leader population (1,378)

General Schedule (Appropriated Fund)

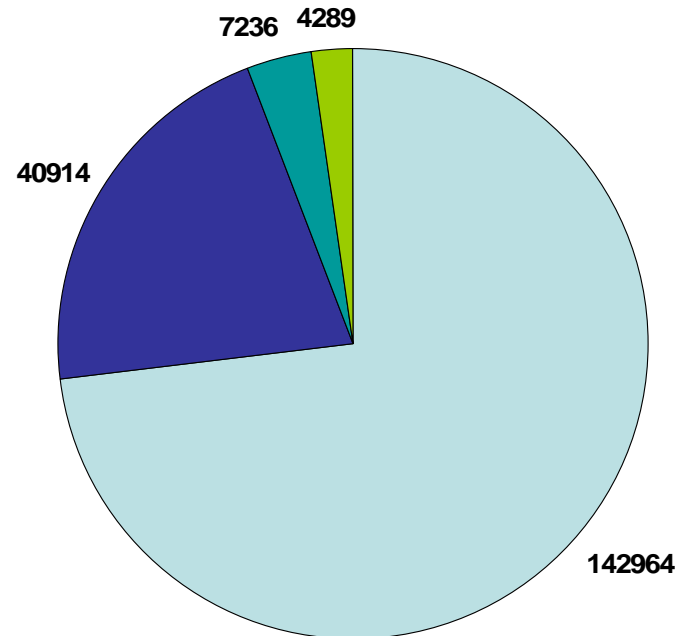


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	23813	7.78%	3.37%
GS 5-8	94894	30.99%	13.44%
GS 9-12	153183	50.02%	21.69%
GS 13-15	34355	11.22%	4.86%
Total	306245	100.00%	43.36%

Total Appropriated Fund Population 706,318

*Includes GS, GM, GG and GL Pay Plans

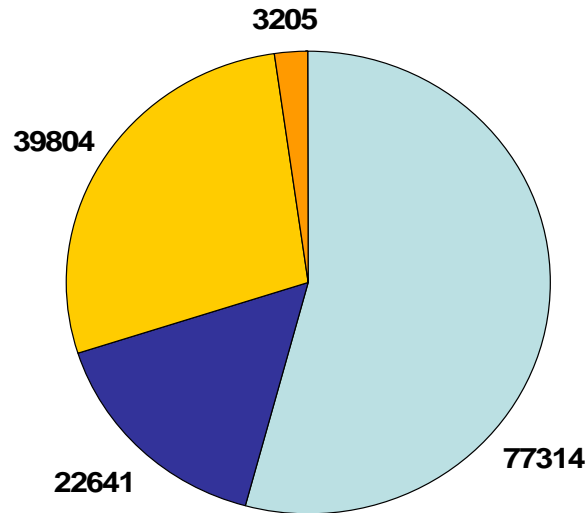
National Security Personnel System (Appropriated Fund)



- Standard Career Group (YA, YB, YC, YP Pay Plans)
- Scientific and Engineering Career Group (YD, YE, YF Pay Plans)
- Medical Career Group (YG, YH, YI, YJ Pay Plans)
- Investigative and Protective Services (YK, YL, YM, YN Pay Plans)

National Security Personnel System			
	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	142964	73.16%	20.24%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	40914	20.94%	5.79%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	7236	3.70%	1.02%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	4289	2.19%	0.61%
Total	195403	100.00%	27.67%

National Security Personnel System (Appropriated Fund)

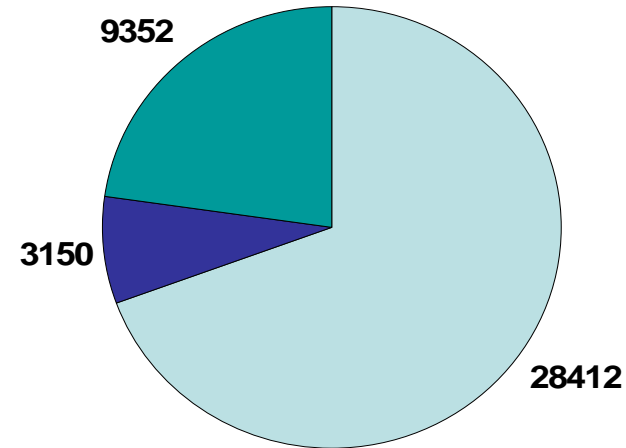


Professional/Analytical (YA) Technical/Support (YB)
 Supervisor/Manager (YC) Student (YP)

Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	77314	54.08%	10.95%
Technical/Support (YB)	22641	15.84%	3.21%
Supervisor/Manager (YC)	39804	27.84%	5.64%
Student (YP)	3205	2.24%	0.45%
Total	142964	100.00%	*20.24%

Total Appropriated Fund Population 706,318

** Percentage shown in this report may not add to totals due to rounding



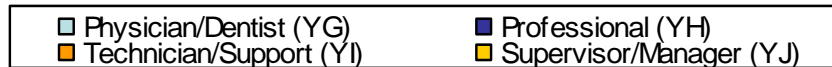
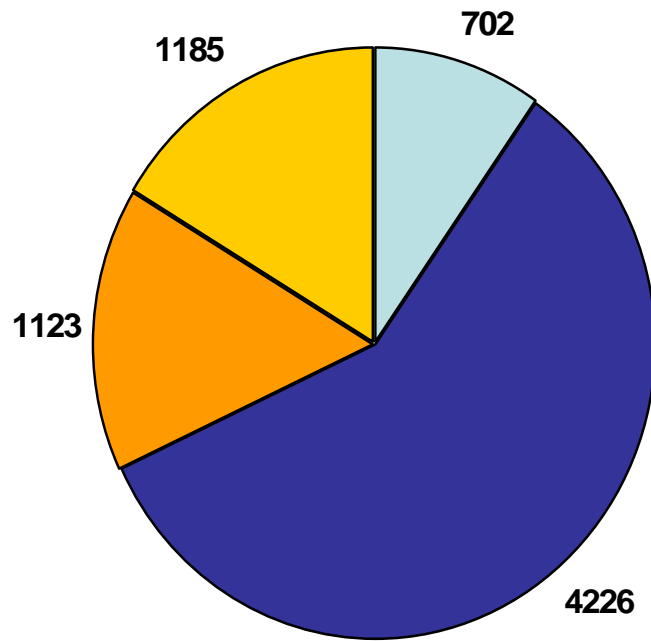
Professional (YD) Technical/Support (YE)
 Supervisor/Manager (YF)

Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	28412	69.44%	4.02%
Technical/Support (YE)	3150	7.70%	0.45%
Supervisor/Manager (YF)	9352	22.86%	1.32%
Total	40914	100.00%	*5.79%

Total Appropriated Fund Population 706,318

** Percentage shown in this report may not add to totals due to rounding

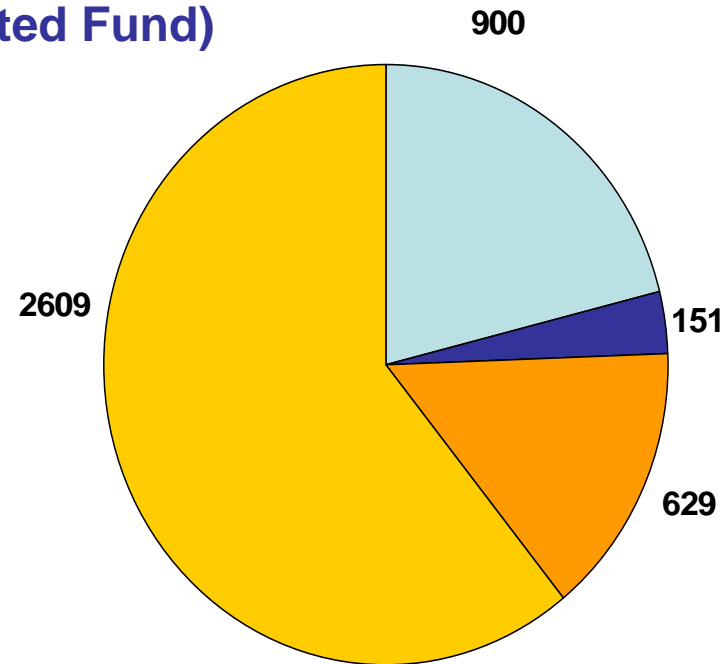
National Security Personnel System (Appropriated Fund)



Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	702	9.70%	0.10%
Professional (YH)	4226	58.40%	0.60%
Technician/Support (YI)	1123	15.52%	0.16%
Supervisor/Manager (YJ)	1185	16.38%	0.17%
Total	7236	100.00%	*1.02%

Total Appropriated Fund Population 706,318

** Percentage shown in this report may not add to totals due to rounding

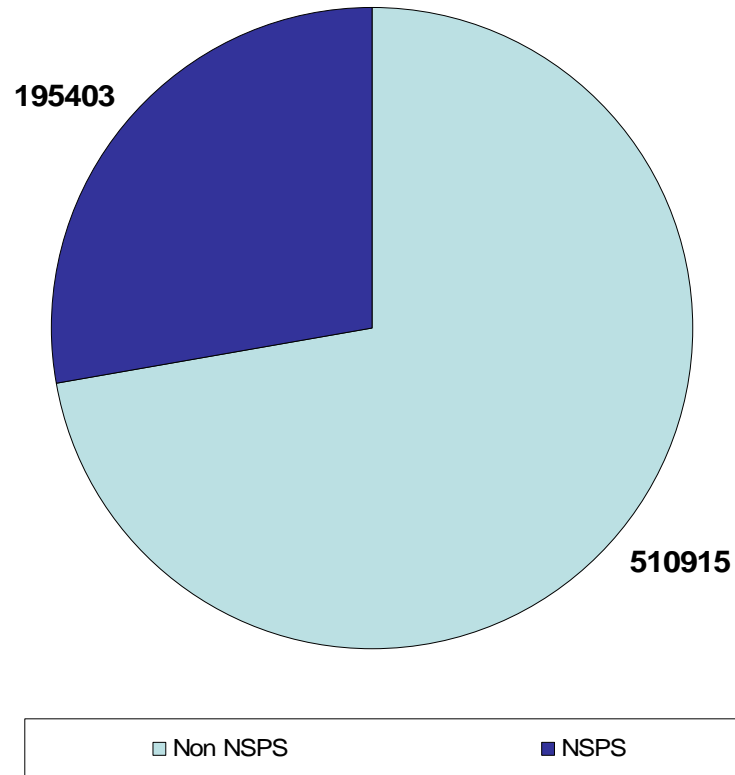
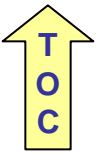


Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	900	20.98%	0.13%
Fire Protection (YL)	151	3.52%	0.02%
Police/Security Guard (YM)	629	14.67%	0.09%
Supervisor/Manager (YN)	2609	60.83%	0.37%
Total	4289	100.00%	*0.61%

Total Appropriated Fund Population 706,318

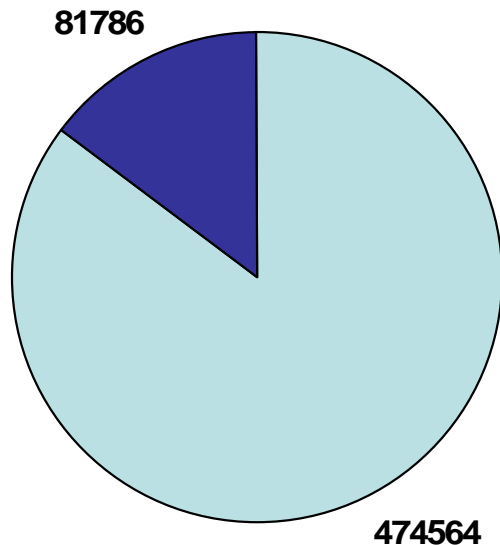
** Percentage shown in this report may not add to totals due to rounding

Non NSPS vs NSPS (Appropriated Fund)



Non NSPS Vs NSPS Population		% Compared To Total Appropriated Fund Population
	Total	
Non NSPS	510915	72.33%
NSPS	195403	27.67%
Total Appropriated Fund Population	706318	100.00%

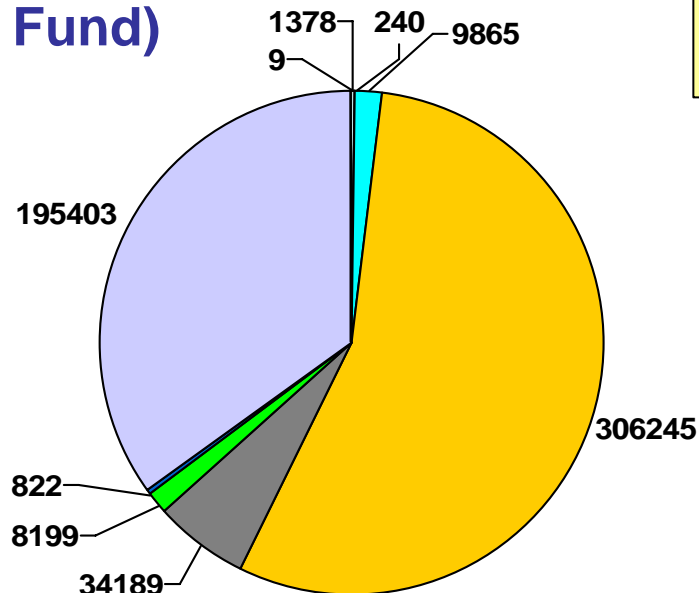
White Collar Employees (Appropriated Fund)



□ Non Supervisor ■ Supervisor

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	474564	85.30%	67.19%
Supervisor	81786	14.70%	11.58%
Total	556350	100.00%	78.77%

Total Appropriated Fund Population 706,318



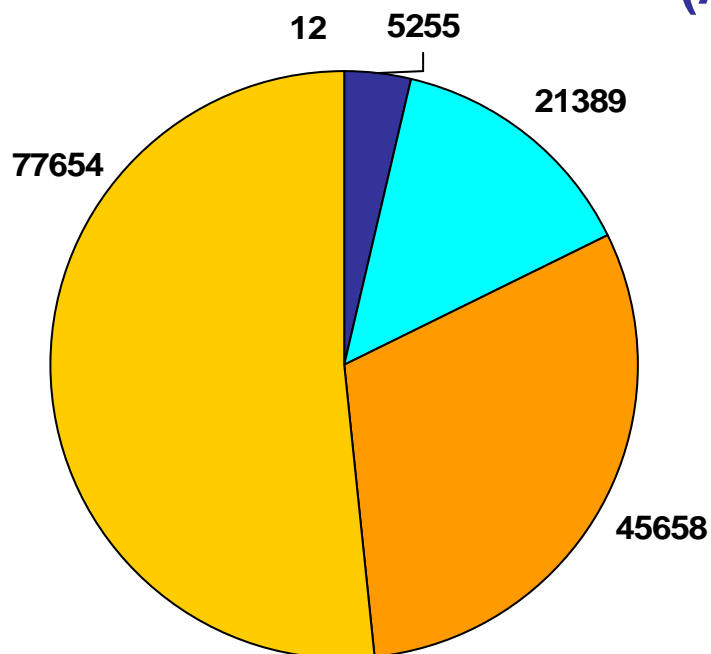
- Executive (ES, EX, IE)
- IP, SL, ST
- Administratively Determined
- GS and Equivalent
- Lab/Demos
- Teachers (TP)
- CA, ED, EE, EF, EG, EH, EI, SR (Experts & Consultants & Advisory Members)
- NSPS
- Unknown

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES, EX, IE)	1378	0.25%	0.20%
IP, SL, ST	240	0.04%	0.03%
Administratively Determined	9865	1.77%	1.40%
GS and Equivalent	306245	55.05%	43.36%
Lab/Demos	34189	6.15%	4.84%
Teachers (TP)	8199	1.47%	1.16%
CA, ED, EE, EF, EG, EH, EI, SR (Experts & Consultants & Advisory Members)	822	0.15%	0.12%
NSPS	195403	35.12%	27.67%
Nonapplicable (ZZ Pay Plan)	9	0.00%	0.00%
Total	556350	100.00%	78.77%

Total Appropriated Fund Population 706,318

DCPDS data as of Oct 31, 2008

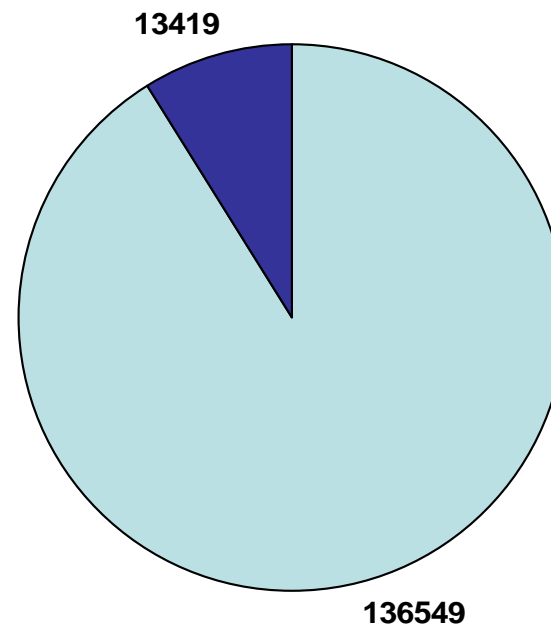
Blue Collar Workforce (Appropriated Fund)



☐ Administratively Determined
☐ Maritime Pay Schedules (WM)
☐ WG/WL/WS 0-5 and Equivalent
☐ WG/WL/WS 6-9 and Equivalent
☐ WG/WL/WS 10+ and Equivalent

Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	12	0.01%	0.00%
Maritime Pay Schedules (WM)	5255	3.50%	0.74%
WG/WL/WS 0-5 and Equivalent	21389	14.26%	3.03%
WG/WL/WS 6-9 and Equivalent	45658	30.45%	6.46%
WG/WL/WS 10+ and Equivalent	77654	51.78%	10.99%
Total	149968	100.00%	21.23%

Total Appropriated Fund Population 706,318



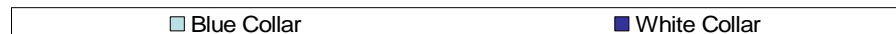
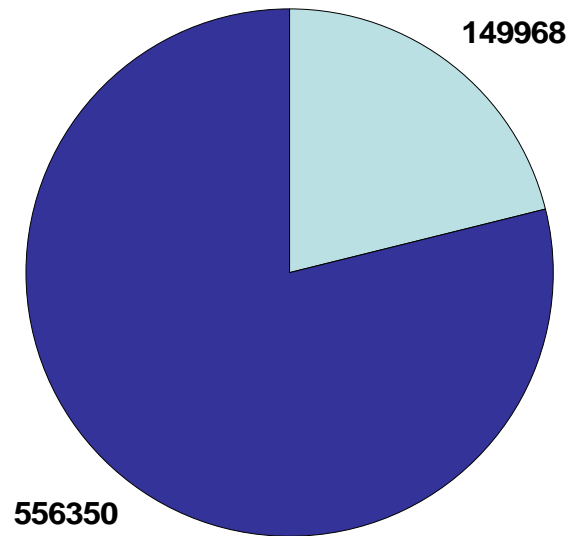
☐ Non Supervisor
☐ Supervisor

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	136549	91.05%	19.33%
Supervisor	13419	8.95%	1.90%
Total	149968	100.00%	21.23%

Total Appropriated Fund Population 706,318

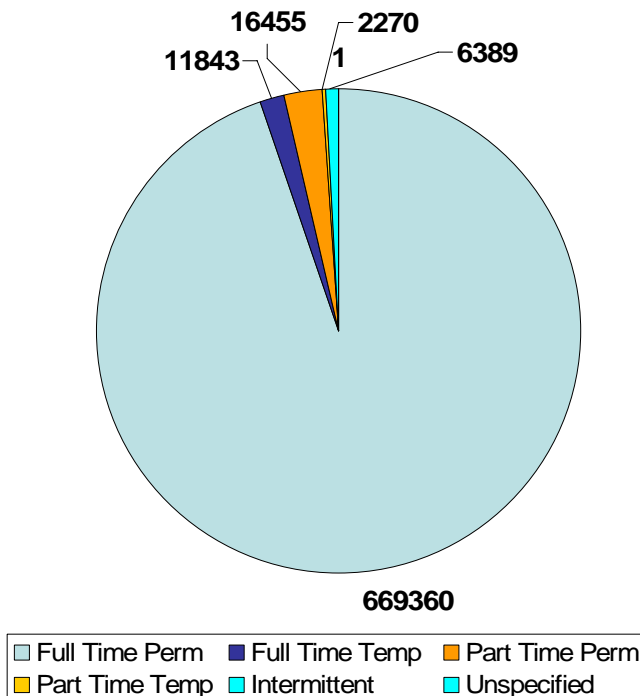
DCPDS data as of Oct 31, 2008

Blue Collar vs White Collar (Appropriated Fund)



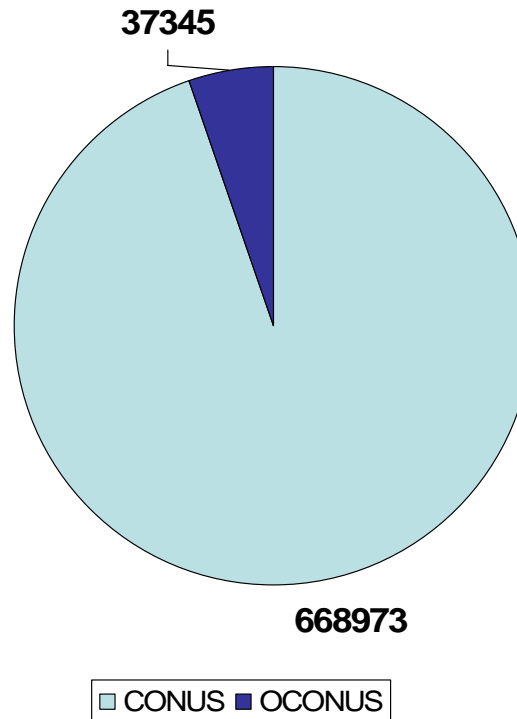
Blue and White Collar		% Compared To Total Appropriated Fund Population
	Total	
Blue Collar	149968	21.2%
White Collar	556350	78.8%
Total	706318	100.0%

Work Schedule (Appropriated Fund)



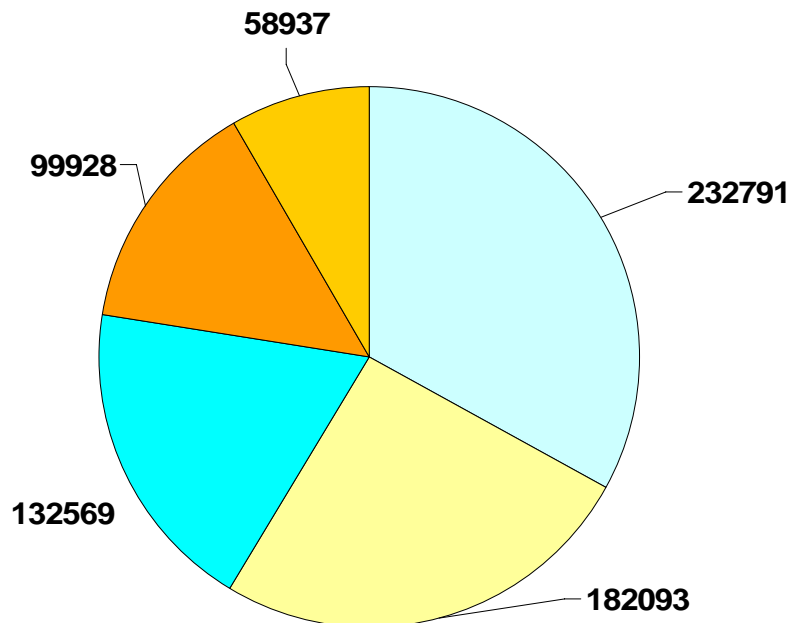
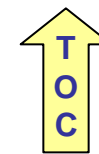
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	669360	94.77%
Full Time Temp	11843	1.68%
Part Time Perm	16455	2.33%
Part Time Temp	2270	0.32%
Intermittent	6389	0.90%
Unspecified	1	0.00%
Total	706318	100%

CONUS vs OCONUS (Appropriated Fund)



Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	668973	94.7%
OCONUS	37345	5.3%
Total	706318	100.0%

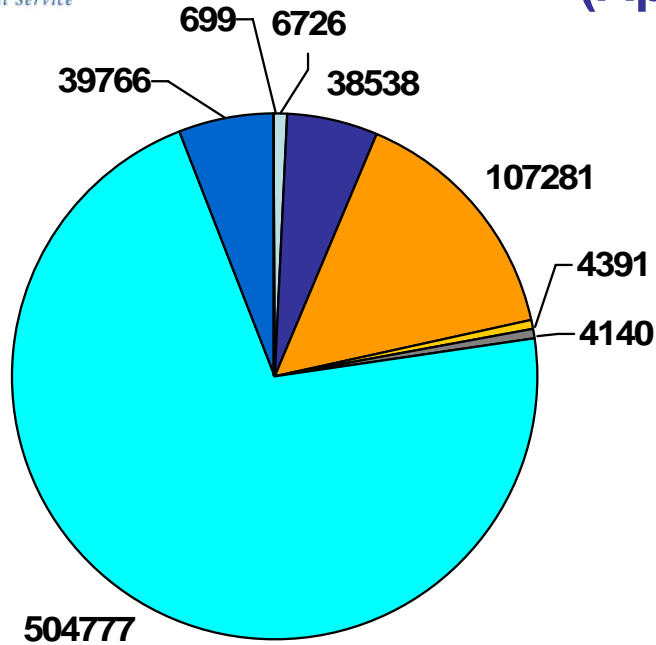
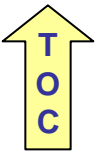
Employees by Component (Appropriated Fund)



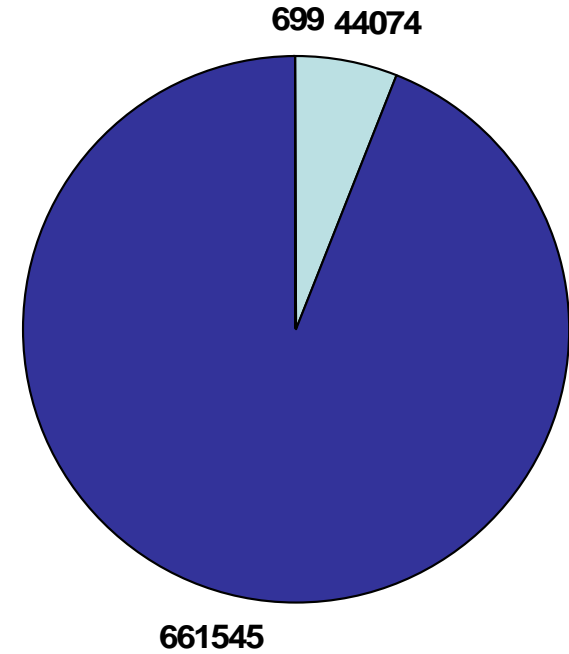
■ Army
 ■ Navy
 ■ Air Force
 ■ DoD Agencies
 ■ National Guard

Employees by Component		% Compared To Total Appropriated Fund Population
	Total	
Army	232791	33.0%
Navy	182093	25.8%
Air Force	132569	18.8%
DoD Agencies	99928	14.1%
National Guard	58937	8.3%
Total	706318	100.0%

General Workforce Demographics (Appropriated Fund)



■ American Indian or Alaska Native
■ Black or African American
■ Native Hawaiian or Other Pacific Islander
■ *Race Unspecified
■ Asian
■ Mutiracial
■ White
■ Identity Pending



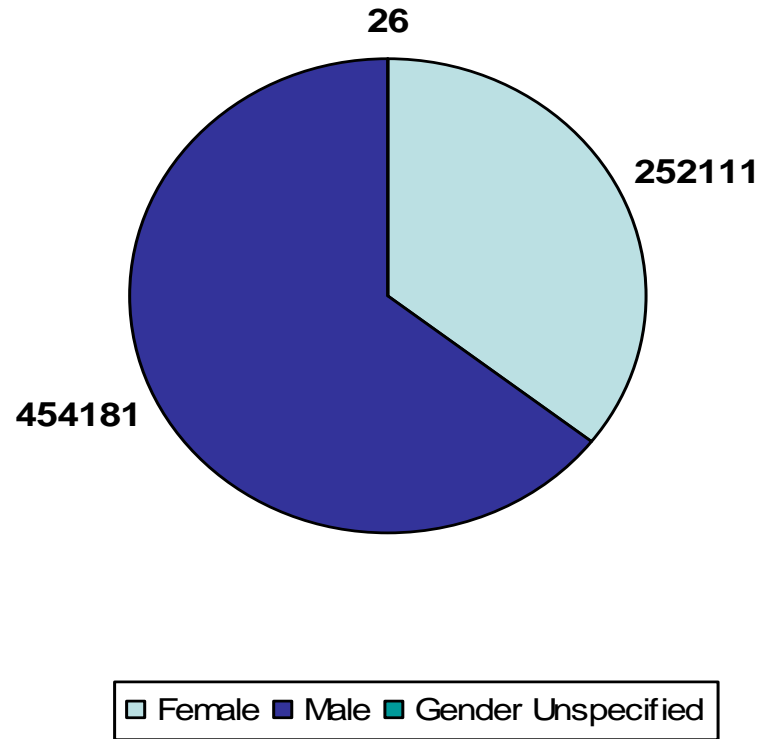
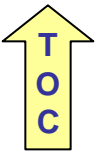
■ Hispanic
■ Not Hispanic
■ Identity Pending

Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6726	1.0%
Asian	38538	5.5%
Black or African American	107281	15.2%
Native Hawaiian or Other Pacific Islander	4140	0.6%
White	504777	71.5%
Mutiracial	4391	0.6%
*Race Unspecified	39766	5.6%
Identity Pending	699	0.1%
Total	706318	100.0%

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	44074	6.2%
Not Hispanic	661545	93.7%
Identity Pending	699	0.1%
Total	706318	99.9%

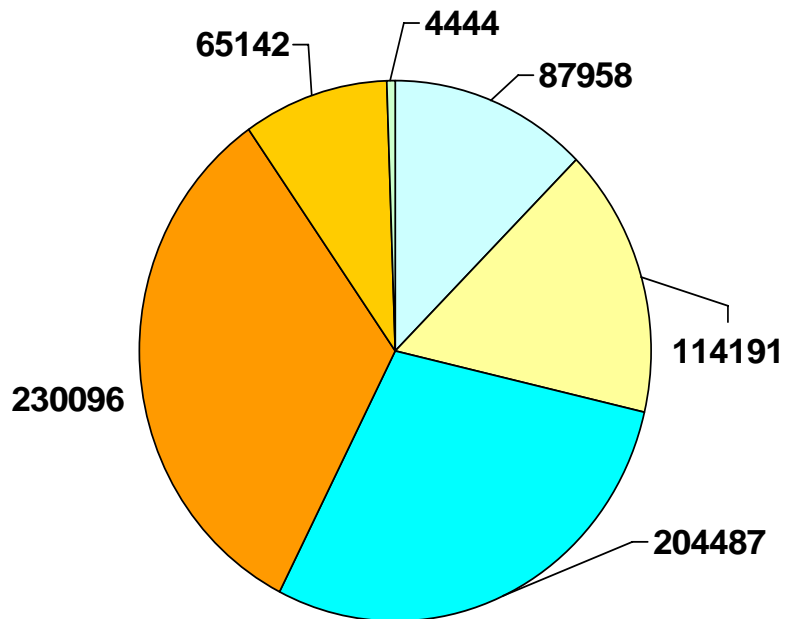
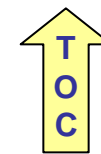
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



Female	252111	35.7%
Male	454181	64.3%
Gender Unspecified	26	0.0%
Total	706318	100.0%

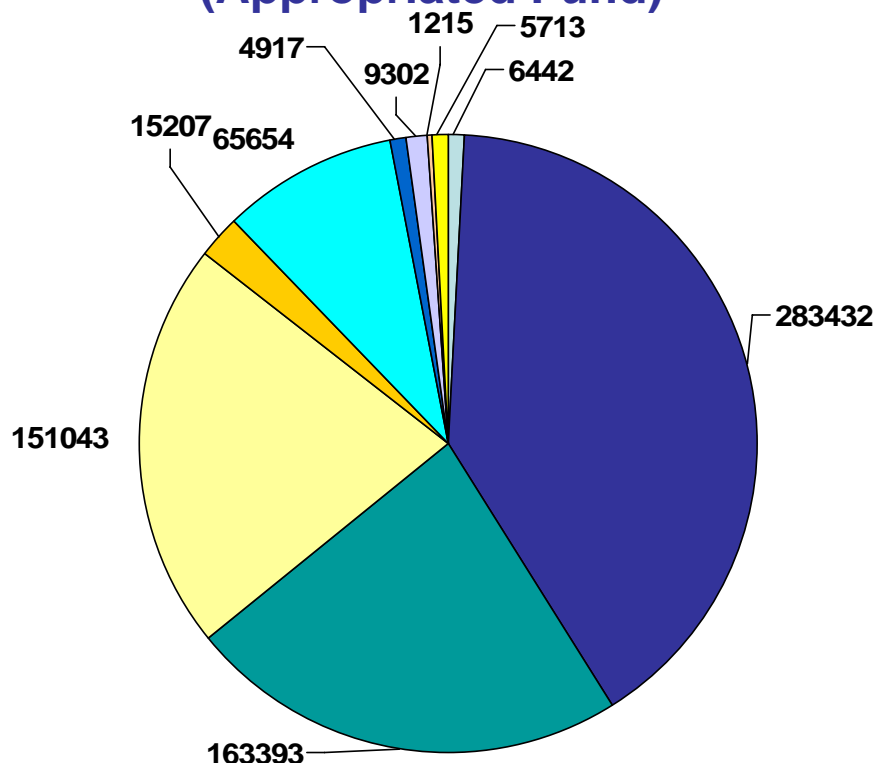
General Workforce Demographics (Appropriated Fund)



■ 30 and below
 ■ 31 to 40
 ■ 41 to 49
 ■ 50 to 59
 ■ 60 to 69
 ■ 70 or greater

Age	Total	% Compared To Total Appropriated Fund Population
30 and below	87958	12.5%
31 to 40	114191	16.2%
41 to 49	204487	29.0%
50 to 59	230096	32.6%
60 to 69	65142	9.2%
70 or greater	4444	0.6%
Total	706318	100.0%

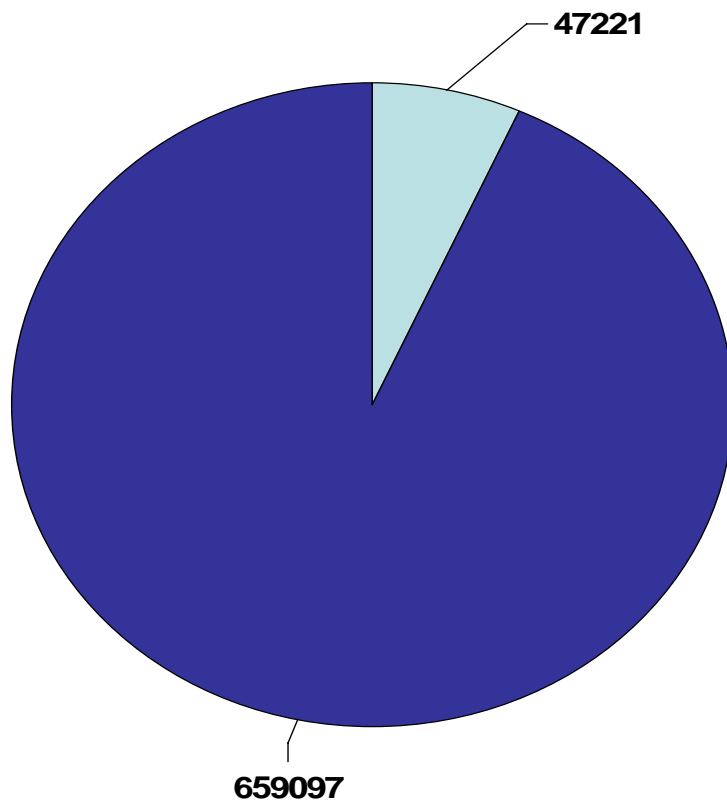
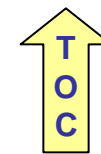
Education Levels (Appropriated Fund)



Non High School Graduate	High School Graduate	College or Occupational Program	Bachelor's Degree
Post Bachelor	Master's Degree	Post Master	Doctorate
Post Doctorate	Education Level Not Reported		

Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6442	0.9%
High School Graduate	283432	40.1%
College or Occupational Program	163393	23.1%
Bachelor's Degree	151043	21.4%
Post Bachelor	15207	2.2%
Master's Degree	65654	9.3%
Post Master	4917	0.7%
Doctorate	9302	1.3%
Post Doctorate	1215	0.2%
Education Level Not Reported	5713	0.8%
Total	706318	100.0%

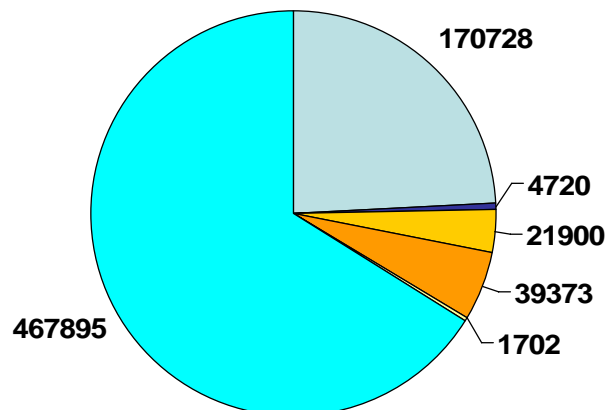
Disabilities Reported (Appropriated Fund)



■ Disability Reported
 ■ No Disability Reported

Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	47221	6.7%
No Disability Reported	659097	93.3%
Total	706318	100.0%

Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

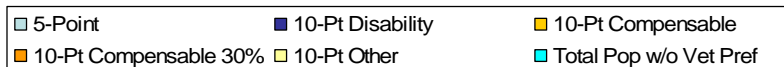
10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

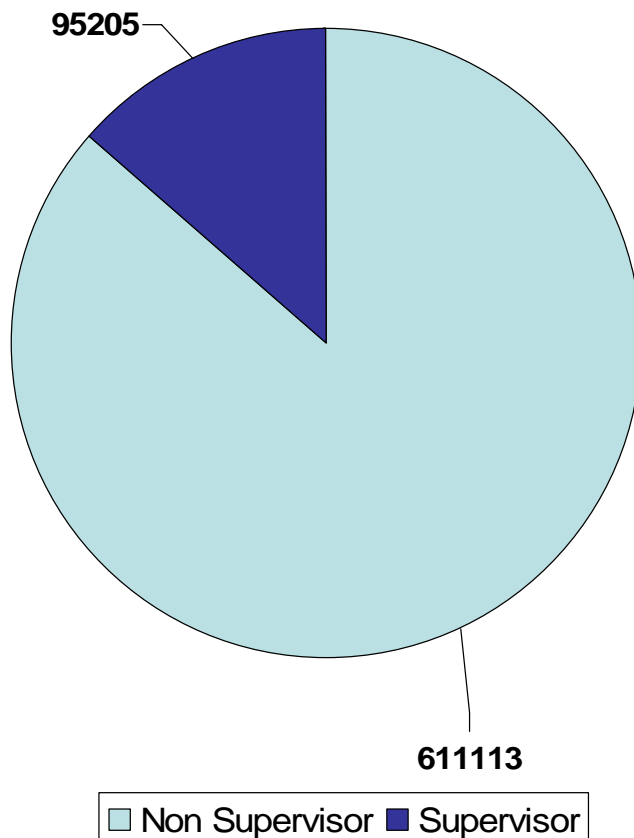
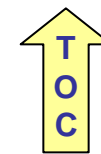
(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or
(2) The widow/widower and mother of a deceased wartime veteran



Veterans' Preference by Component as of Oct 31, 2008															
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ
Army	60947	26.18%	1854	0.80%	8973	3.85%	17584	7.55%	681	0.29%	90039	38.68%	142752	61.32%	232,791
Navy	48238	26.49%	1238	0.68%	4864	2.67%	8395	4.61%	348	0.19%	63083	34.64%	119010	65.36%	182,093
Air Force	43722	32.98%	1007	0.76%	5825	4.39%	9251	6.98%	322	0.24%	60127	45.36%	72442	54.64%	132,569
DoD Agencies	17793	17.81%	620	0.62%	2237	2.24%	4142	4.14%	351	0.35%	25143	25.16%	74785	74.84%	99,928
Natl Guard	28	0.05%	1	*	1	*	1	*	0	*	31	0.05%	58906	99.95%	58,937
Grand Total	170728	24.17%	4720	0.67%	21900	3.10%	39373	5.57%	1702	0.24%	238423	33.76%	467895	66.24%	706318

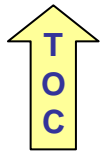
* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

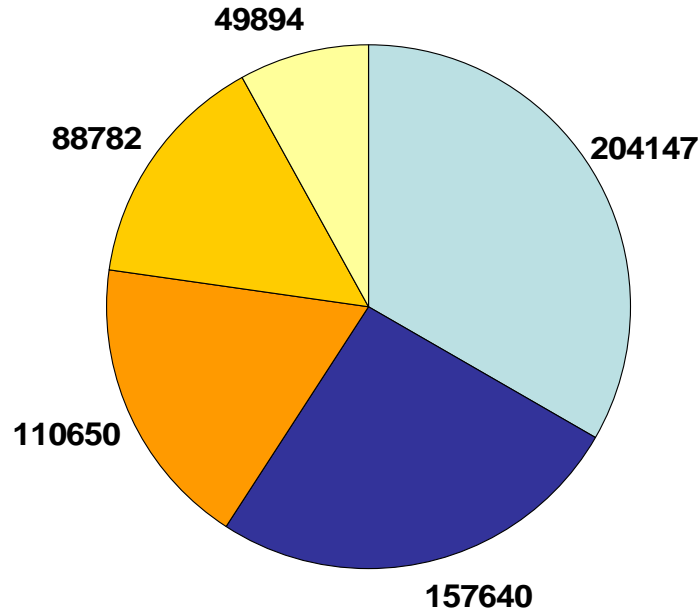


Non Supervisor/Supervisor		% Compared To Total Appropriated Fund Population
	Total	
Non Supervisor	61113	86.5%
Supervisor	95205	13.5%
Total	706318	100.0%

Non Supervisor/Supervisor by Components (Appropriated Fund)

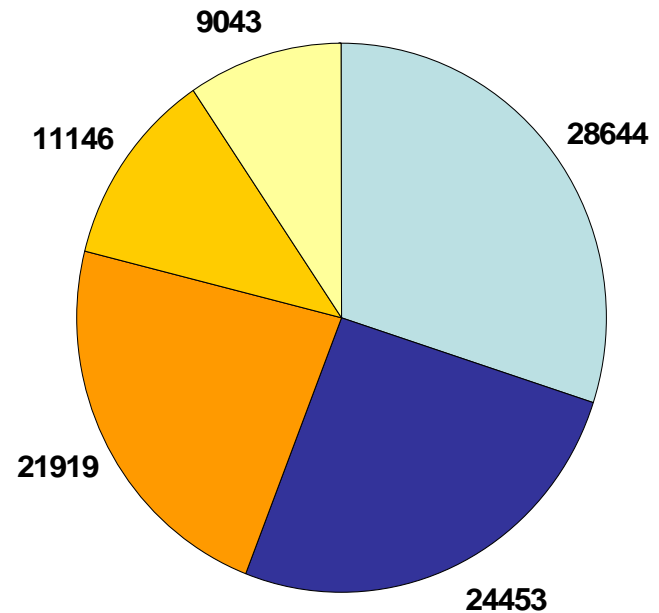


Non Supervisor by Components



Army Navy Air Force DoD Agencies National Guard

Supervisor by Components



Army Navy Air Force DoD Agencies National Guard

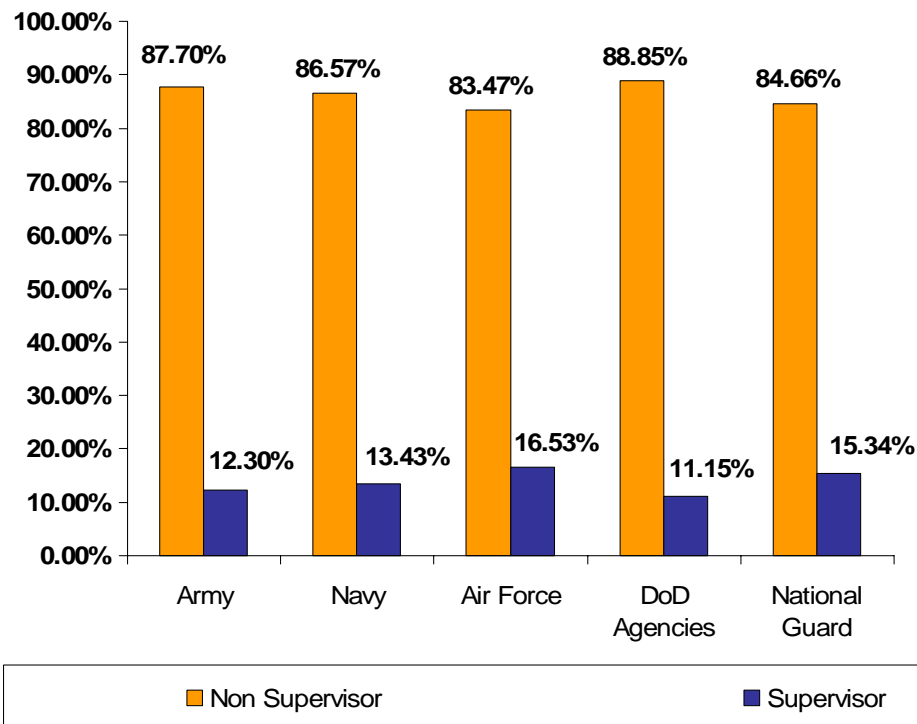
Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	204147	33%	29%
Navy	157640	26%	22%
Air Force	110650	18%	16%
DoD Agencies	88782	15%	13%
National Guard	49894	8%	7%
Total	611113	100%	87%

Total Appropriated Fund Population 706,318

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	28644	30%	4%
Navy	24453	26%	3%
Air Force	21919	23%	3%
DoD Agencies	11146	12%	2%
National Guard	9043	9%	1%
Total	95205	100%	13%

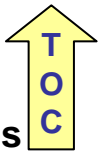
Total Appropriated Fund Population 706,318

Non Supervisor/Supervisor Ratios by Components (Appropriated Fund)

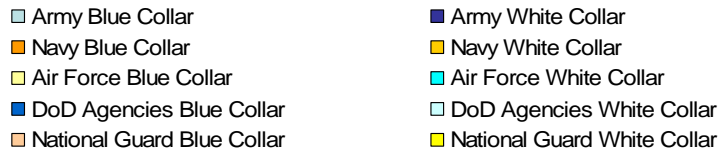
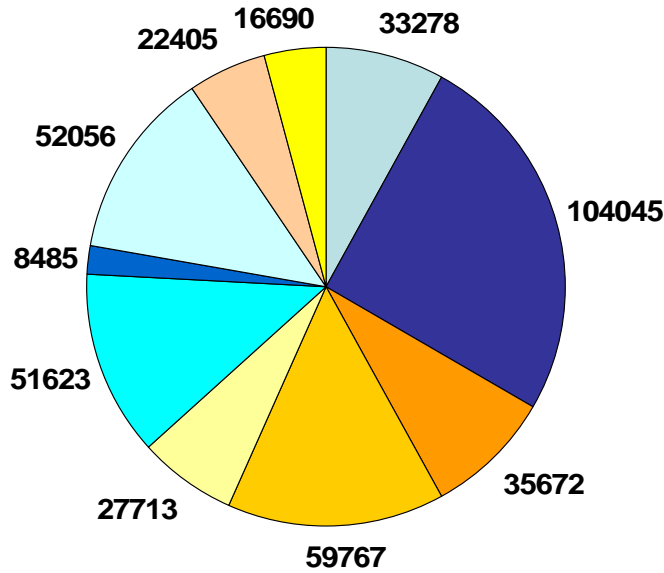


Component Supervisory Ratio	Non Supervisory	Supervisory	Total Component	% Non Supervisor Compared to Total Component	% Supervisor Compared to Total Component
Army	204147	28644	232791	87.70%	12.30%
Navy	157640	24453	182093	86.57%	13.43%
Air Force	110650	21919	132569	83.47%	16.53%
DoD Agencies	88782	11146	99928	88.85%	11.15%
National Guard	49894	9043	58937	84.66%	15.34%
Total	611113	95205	706318	86.52%	13.48%

Bargaining vs Non Bargaining (Appropriated Fund)



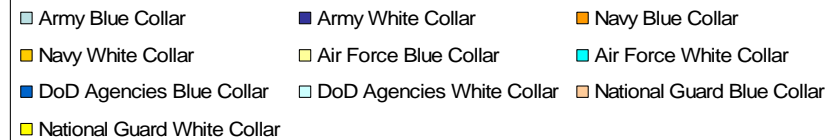
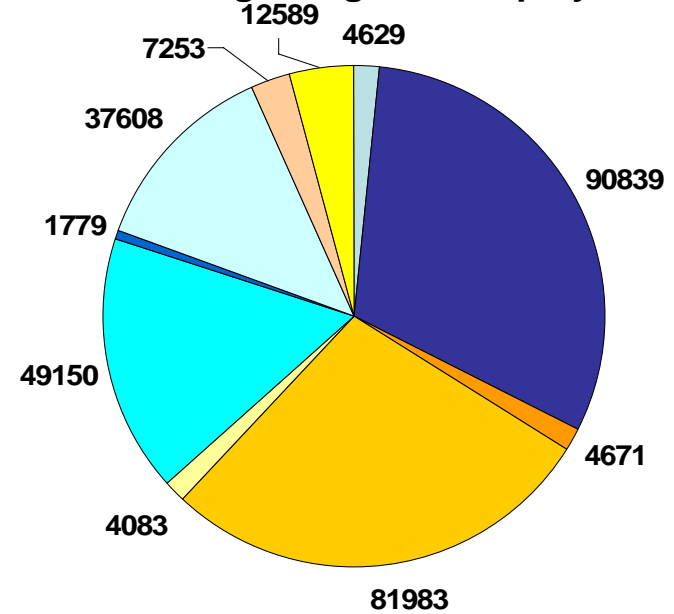
Bargaining Unit Employees



Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	33278	8.1%	4.7%
Army White Collar	104045	25.3%	14.7%
Navy Blue Collar	35672	8.7%	5.1%
Navy White Collar	59767	14.5%	8.5%
Air Force Blue Collar	27713	6.7%	3.9%
Air Force White Collar	51623	12.5%	7.3%
DoD Agencies Blue Collar	8485	2.1%	1.2%
DoD Agencies White Collar	52056	12.6%	7.4%
National Guard Blue Collar	22405	5.4%	3.2%
National Guard White Collar	16690	4.1%	2.4%
Total	411734	100.0%	58.3%

Total Appropriated Fund Population 706,318

Non Bargaining Unit Employees

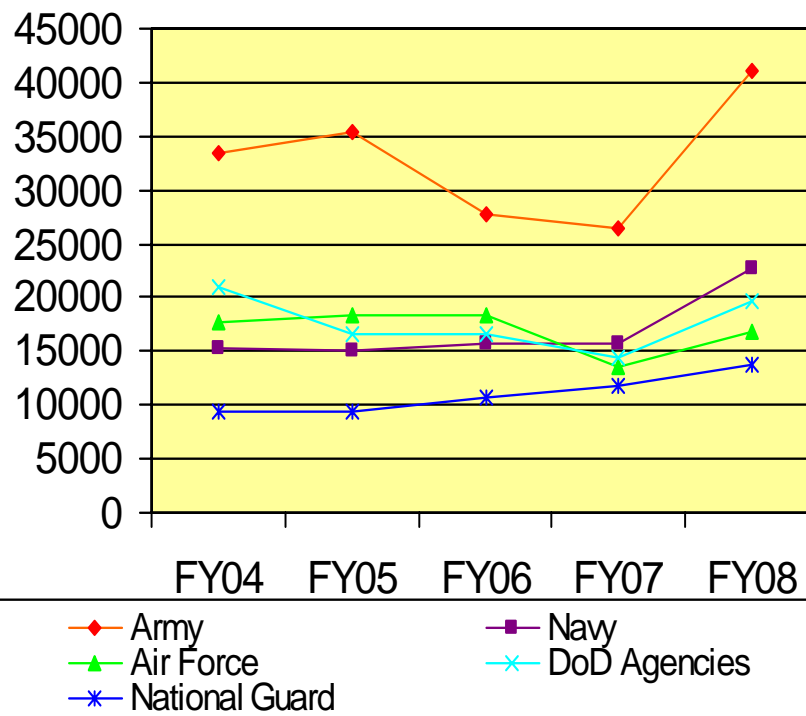
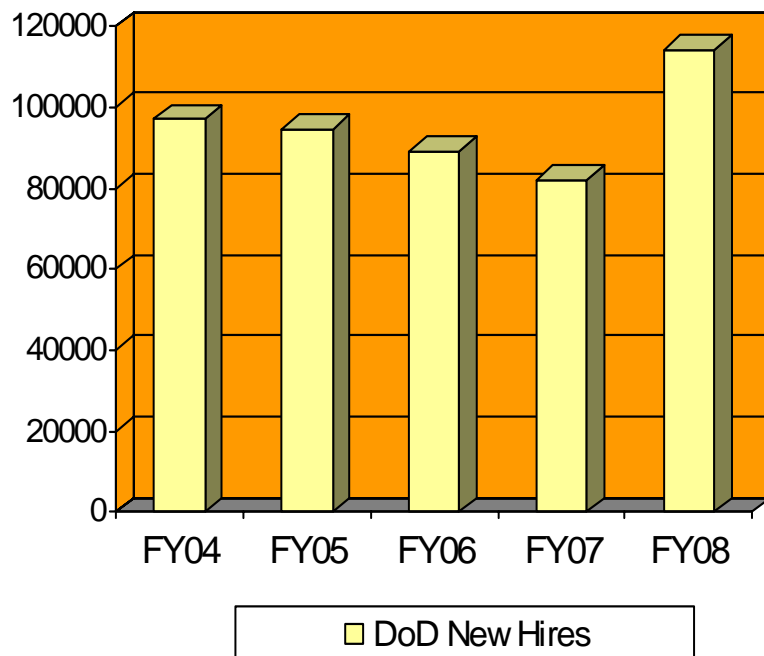


Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4629	1.6%	0.7%
Army White Collar	90839	30.8%	12.9%
Navy Blue Collar	4671	1.6%	0.7%
Navy White Collar	81983	27.8%	11.6%
Air Force Blue Collar	4083	1.4%	0.6%
Air Force White Collar	49150	16.7%	7.0%
DoD Agencies Blue Collar	1779	0.6%	0.3%
DoD Agencies White Collar	37608	12.8%	5.3%
National Guard Blue Collar	7253	2.5%	1.0%
National Guard White Collar	12589	4.3%	1.8%
Total	294584	100.0%	41.7%

Total Appropriated Fund Population 706,318

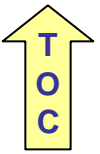
DCPDS data as of Oct 31, 2008

New Hires (Appropriated Fund)

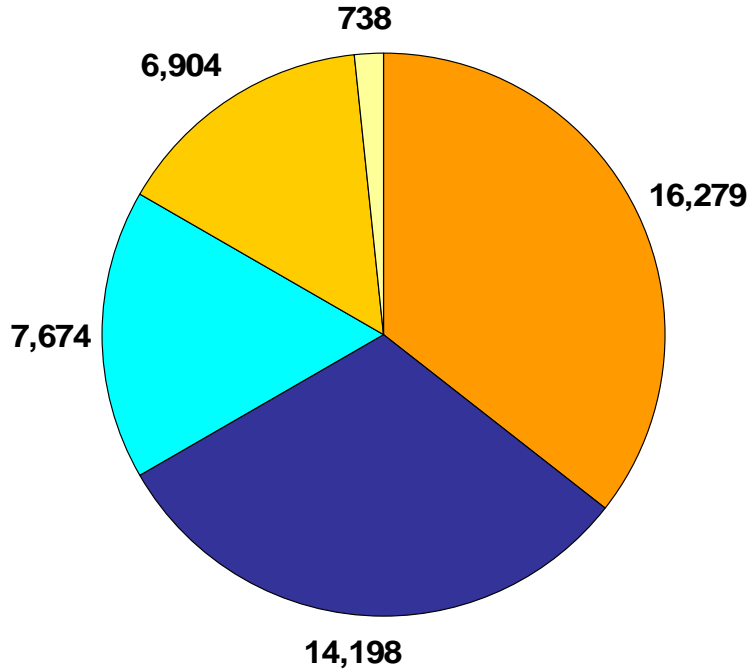


DoD New Hires	FY04	FY05	FY06	FY07	FY08	Total	% Compared To Total DoD New Hires
Army	33434	35385	27684	26509	41147	164159	34%
Navy	15325	15052	15833	15745	22738	84693	18%
Air Force	17761	18281	18307	13454	16925	84728	18%
DoD Agencies	20942	16603	16668	14424	19567	88204	18%
National Guard	9489	9296	10603	11873	13784	55045	12%
Total New DoD Hires	96951	94617	89095	82005	114161	476829	100%

CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



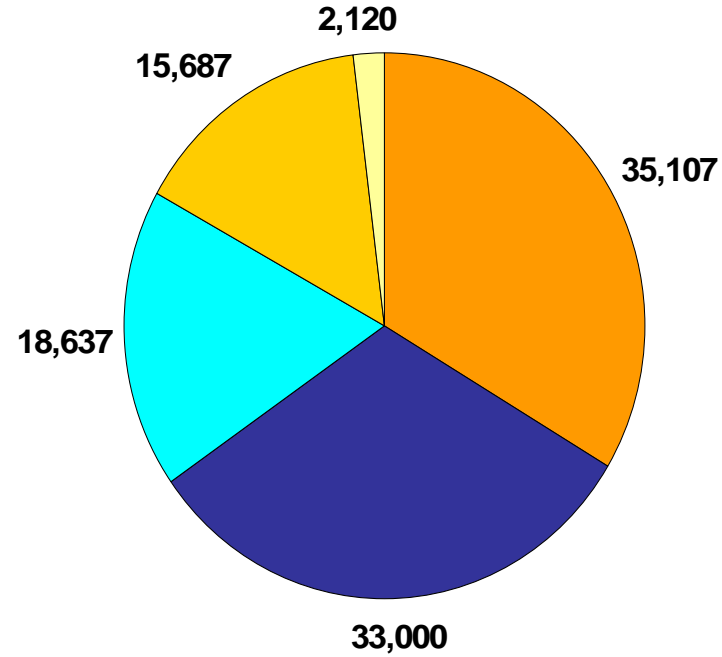
CSRS 2008



Army Navy Air Force DoD Agencies National Guard

CSRS Retirement Eligibility as of Oct 2008					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	232791	40,762	16,279	40%	2%
Navy	182093	39,775	14,198	36%	2%
Air Force	132569	22,518	7,674	34%	1%
DoD Agencies	99928	18,560	6,904	37%	1%
National Guard	58937	2,574	738	29%	0%
Grand Total	706,318	124,189	45,793	37%	6%

CSRS 2013



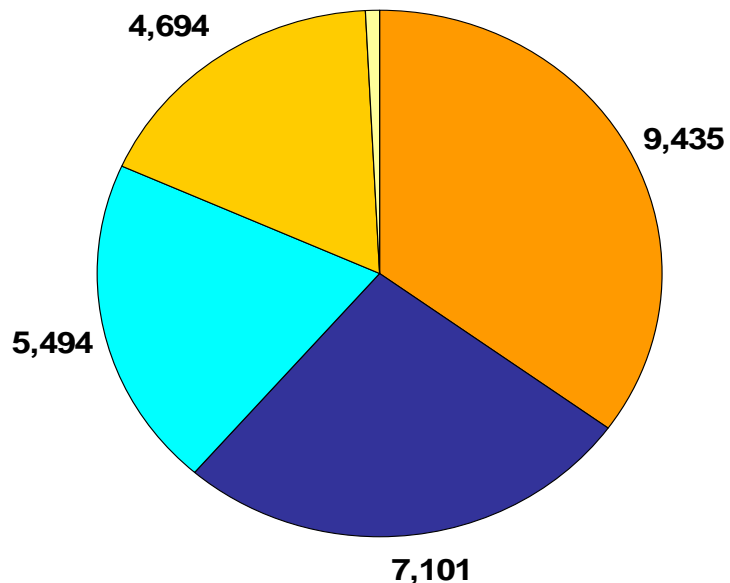
Army Navy Air Force DoD Agencies National Guard

CSRS Retirement Eligibility as of Oct 2013					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	232791	40,762	35,107	86%	5%
Navy	182093	39,775	33,000	83%	5%
Air Force	132569	22,518	18,637	83%	3%
DoD Agencies	99928	18,560	15,687	85%	2%
National Guard	58937	2,574	2,120	82%	0%
Grand Total	706,318	124,189	104,551	84%	15%

FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



FERS 2008
240

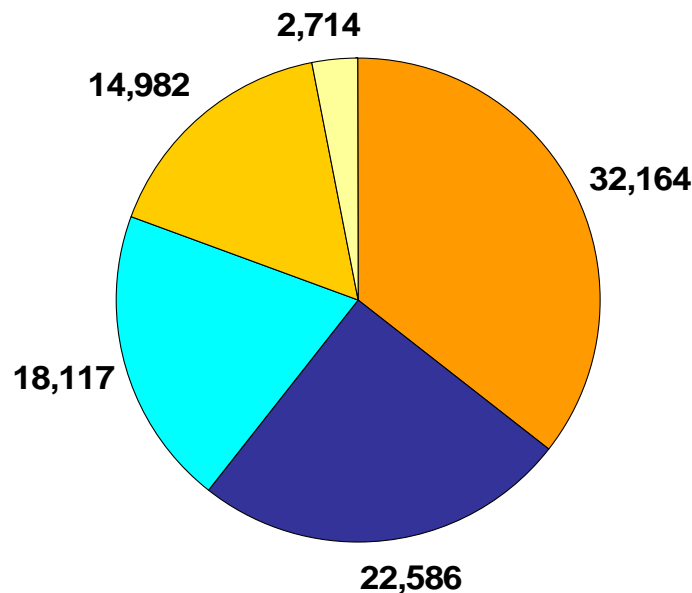


Army Navy Air Force DoD Agencies National Guard

FERS Retirement Eligibility as of Oct 2008

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	232,791	184,619	9,435	5%	1%
Navy	182,093	140,045	7,101	5%	1%
Air Force	132,569	106,969	5,494	5%	1%
DoD Agencies	99,928	73,761	4,694	6%	1%
National Guard	58,937	50,993	240	0%	0%
Grand Total	706,318	556,387	26,964	5%	4%

FERS 2013

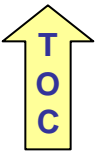


Army Navy Air Force DoD Agencies National Guard

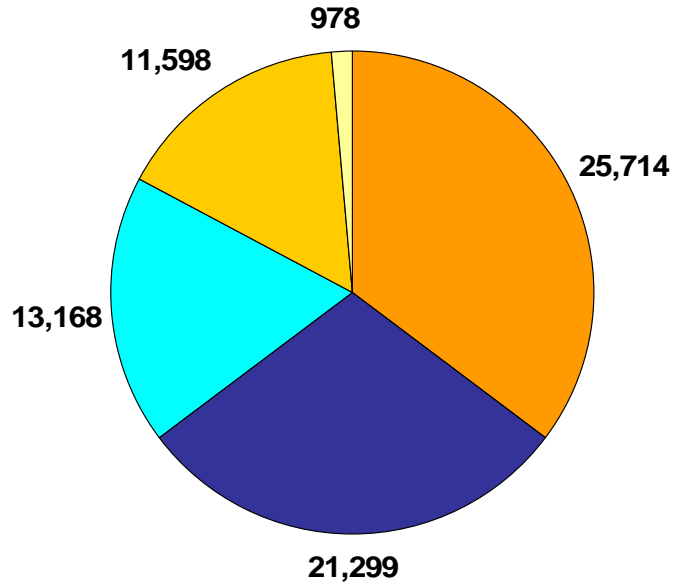
FERS Retirement Eligibility as of Oct 2013

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	232,791	184,619	32,164	17%	5%
Navy	182,093	140,045	22,586	16%	3%
Air Force	132,569	106,969	18,117	17%	3%
DoD Agencies	99,928	73,761	14,982	20%	2%
National Guard	58,937	50,993	2,714	5%	0%
Grand Total	706,318	556,387	90,563	16%	13%

CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



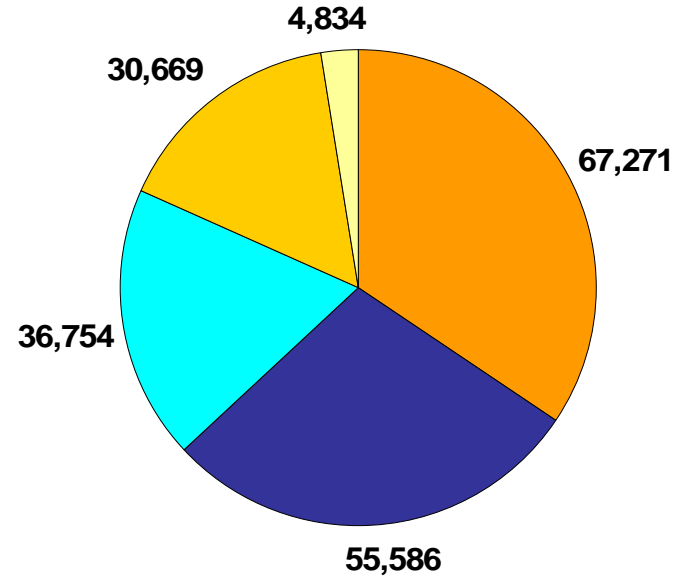
CSRS & FERS 2008



Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Oct 2008					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	232791	225,381	25,714	11%	4%
Navy	182093	179,820	21,299	12%	3%
Air Force	132569	129,487	13,168	10%	2%
DoD Agencies	99928	92,321	11,598	13%	2%
National Guard	58937	53,567	978	2%	0%
Grand Total	706,318	680,576	72,757	11%	10%

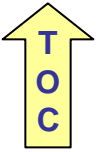
CSRS & FERS 2013



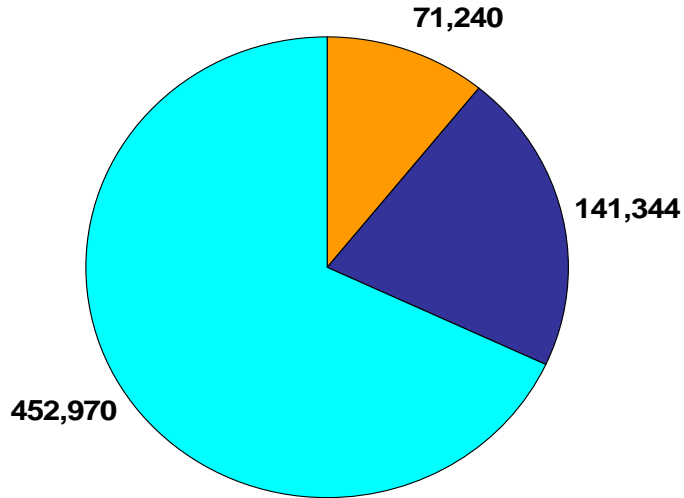
Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Oct 2013					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	232791	225,381	67,271	30%	10%
Navy	182093	179,820	55,586	31%	8%
Air Force	132569	129,487	36,754	28%	5%
DoD Agencies	99928	92,321	30,669	33%	4%
National Guard	58937	53,567	4,834	9%	1%
Grand Total	706,318	680,576	195,114	29%	28%

CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)

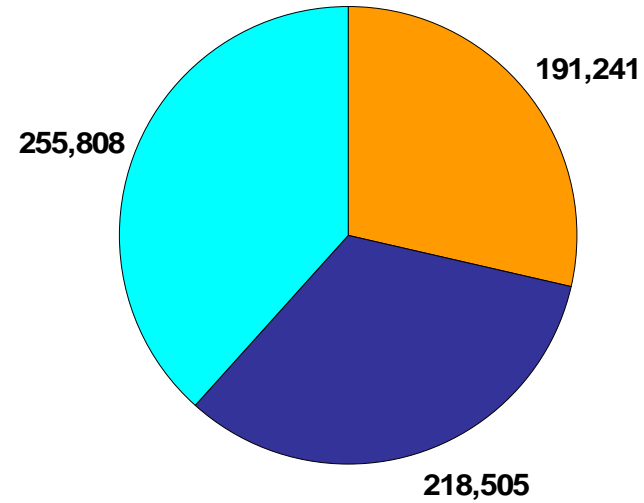


Current Retirement Eligibility



■ Eligible for Optional Retirement ■ Eligible for Early Retirement ■ Not Eligible

2013 Retirement Eligibility



■ Eligible for Optional Retirement ■ Eligible for Early Retirement ■ Not Eligible

CSRS & FERS Retirement Eligibility as of Oct 2008

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
665,554	71,240	11%	141,344	21%	212,584	32%	452,970

CSRS & FERS Retirement Eligibility as of Oct 2013

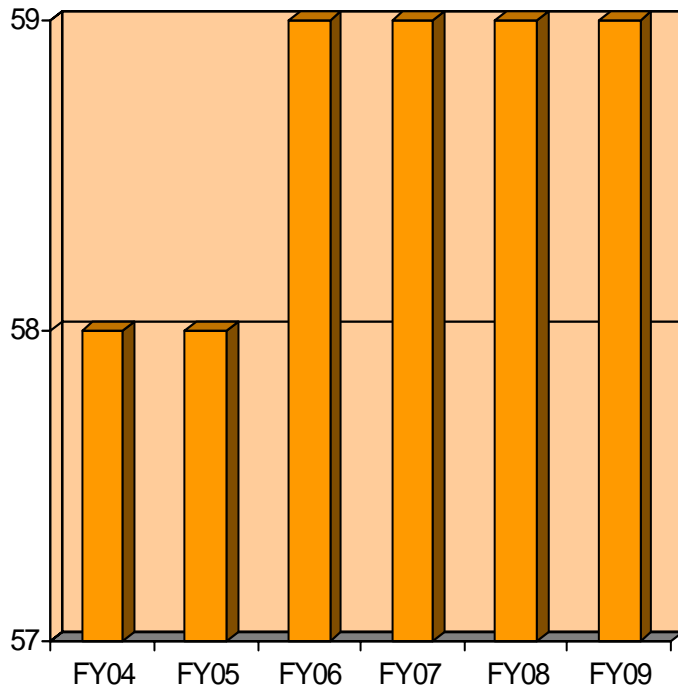
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
665,554	191,241	29%	218,505	33%	409,746	62%	255,808

Data represents permanent employees in the FERS/CSRS retirement plans.
Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.
DCPDS data as of Oct 31, 2008

Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

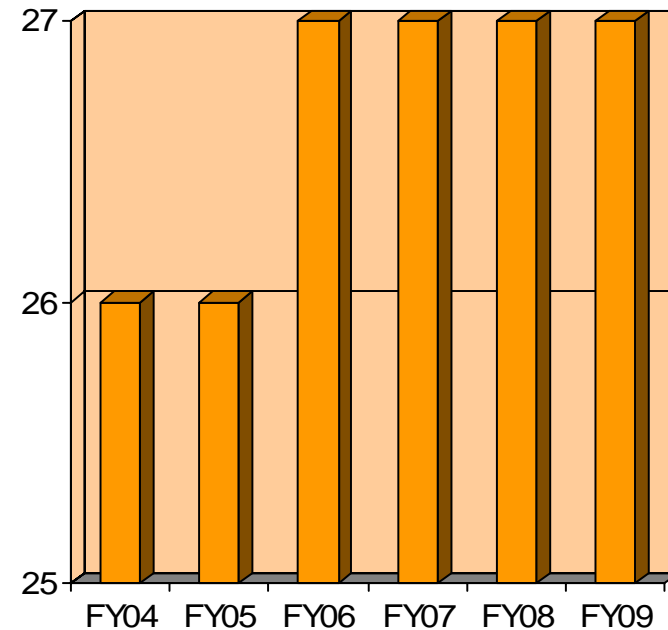
Average Retirement Age



■ Average Retirement Age

Average Retirement Age	
FY04	58
FY05	58
FY06	59
FY07	59
FY08	59
FY09	59

Average Years of Service at Retirement



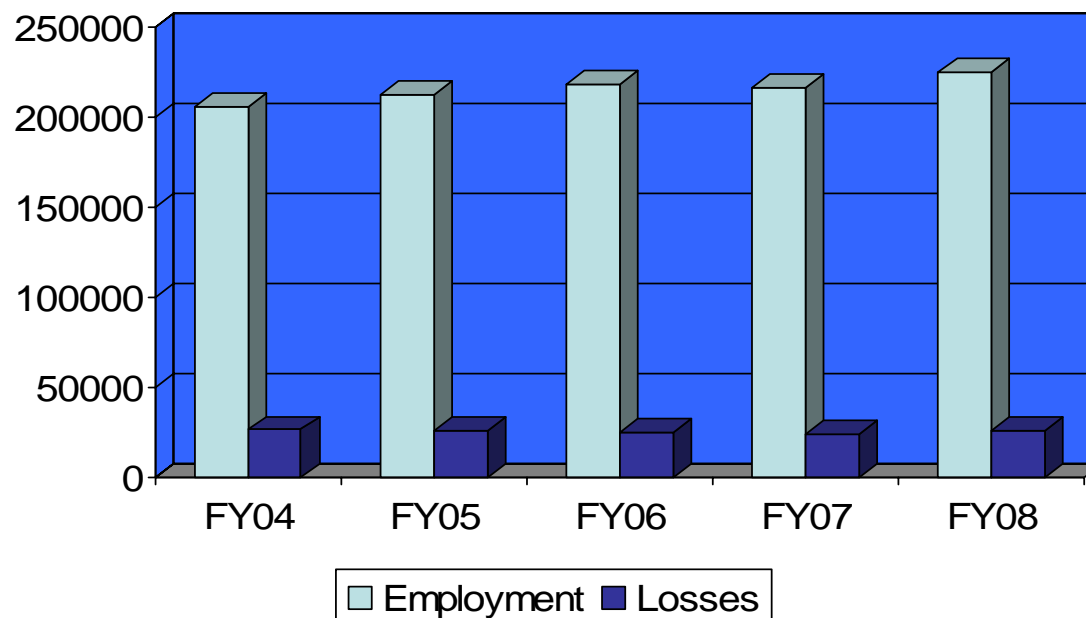
■ Average Years of Service at Retirement

Average Years of Service at Retirement	
FY04	26
FY05	26
FY06	27
FY07	27
FY08	27
FY09	27

Army Turnover Rate* (Appropriated Fund)



Army Turnover – All Separations



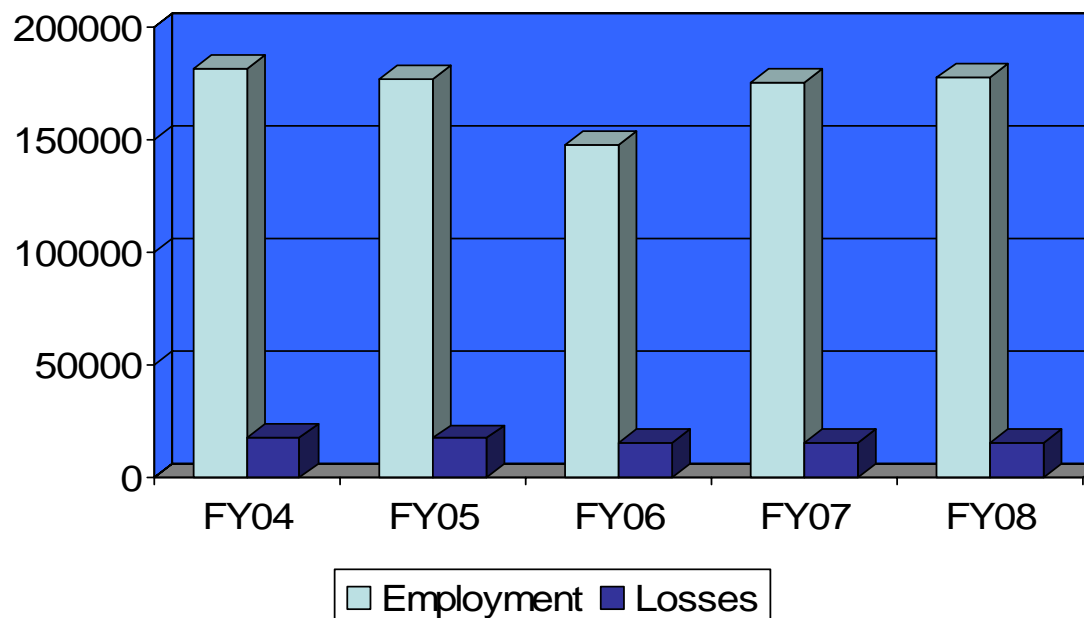
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%
FY08	224557	25900	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



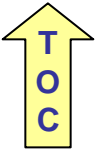
Navy Turnover – All Separations



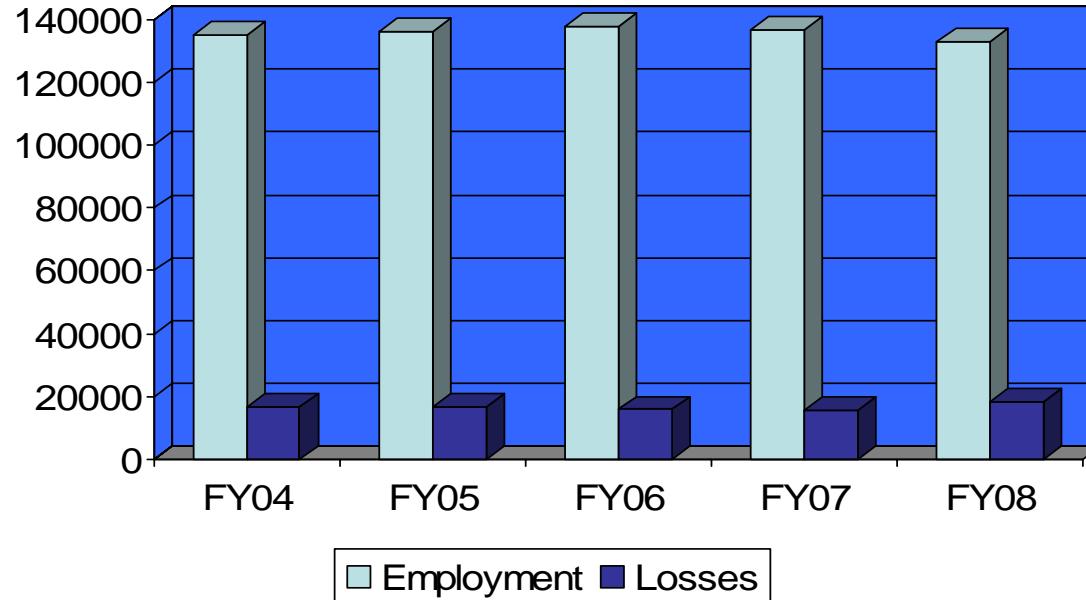
Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%
FY08	177624	15291	9%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)



Air Force Turnover – All Separations



Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%
FY08	132987	18330	14%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



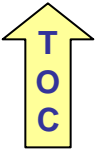
DoD Agencies Turnover – All Separations



DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%
FY08	97332	14770	15%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Turnover Rate* (Appropriated Fund)



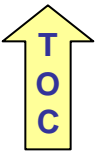
National Guard Turnover – All Separations



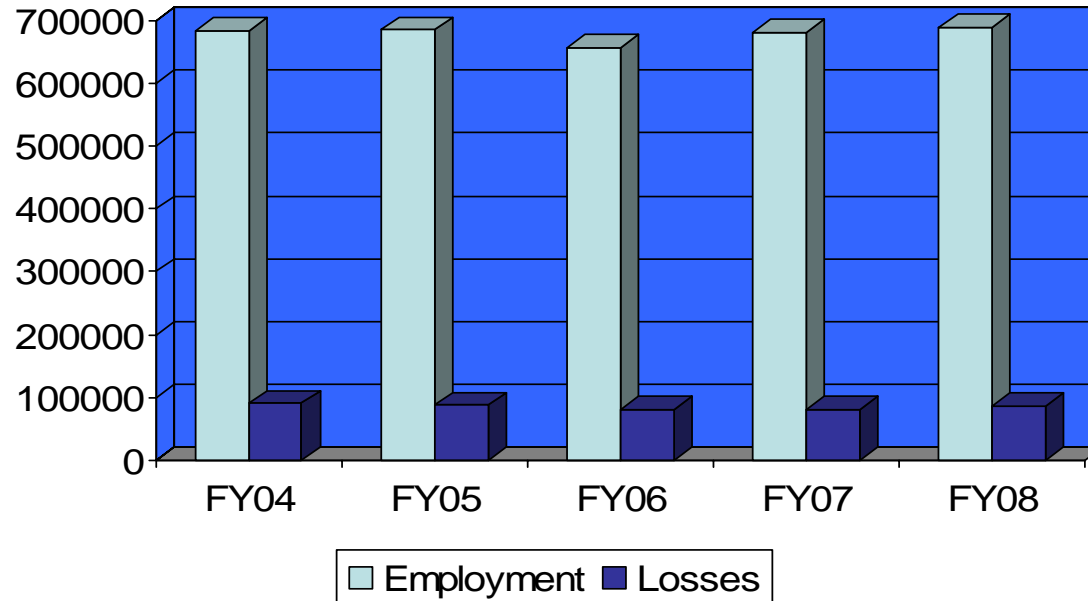
National Guard Turnover Rate			
	Employment Nat. Guard Technicians	All Nat. Guard Technicians Losses	% of Nat. Guard Technicians Losses compared to Employment
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%
FY08	57122	11385	20%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



All DoD Turnover – All Separations



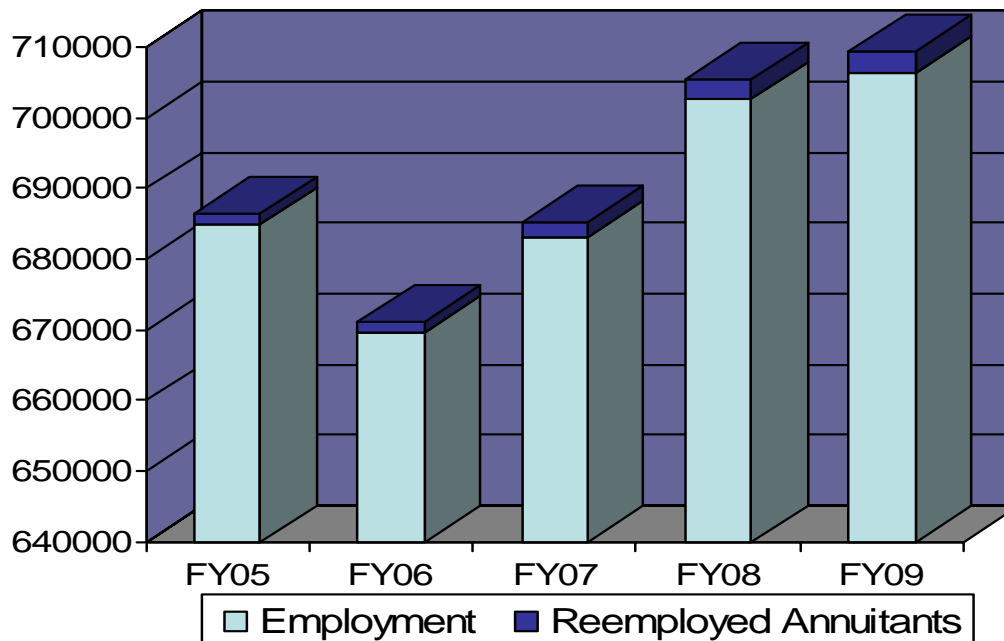
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%
FY08	689623	85676	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Reemployed Annuitants* (Appropriated Fund)



All DoD – All Reemployed Annuitants



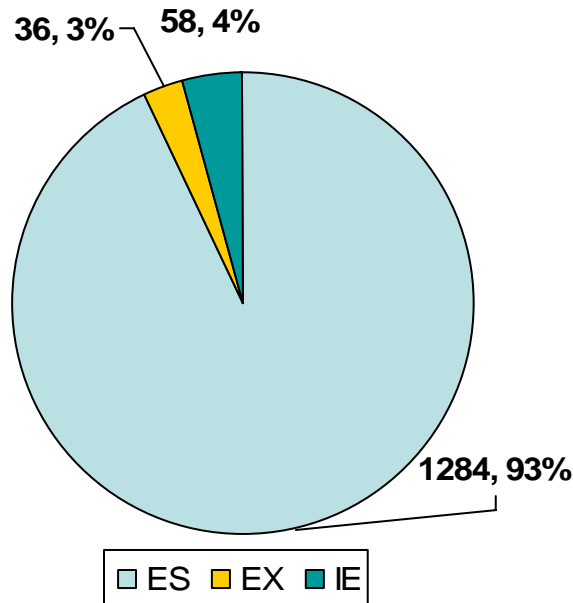
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY05			FY06			FY07			FY08			FY09		
	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
Army	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	232740	1889	0.81%	232791	1980	0.85%
Navy	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	182644	373	0.20%	182093	381	0.21%
Air Force	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	133413	240	0.18%	132569	224	0.17%
Natl Guard	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	58685	107	0.18%	58937	121	0.21%
DoD Agencies	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	99201	356	0.36%	99928	377	0.38%
All DoD	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	706683	2965	0.42%	706318	3083	0.44%

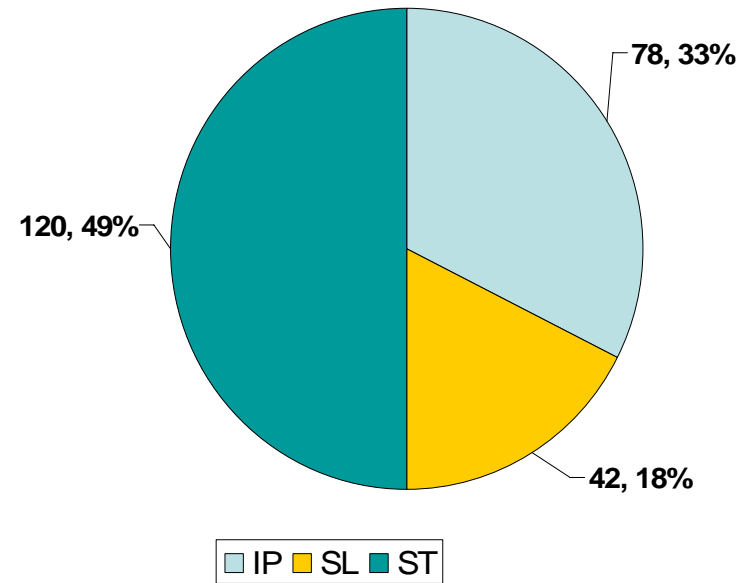
*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

Senior Executive Service/ Executive Pay/Intelligence Executive



Intelligence Professional/ Senior Level Positions/Scientific and Professional



Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1284	93.18%	0.1818%
Total EX	36	2.61%	0.0051%
Total IE	58	4.21%	0.0082%
Total	1378	100.00%	*0.1951%

Total Appropriated Fund Population 706,318

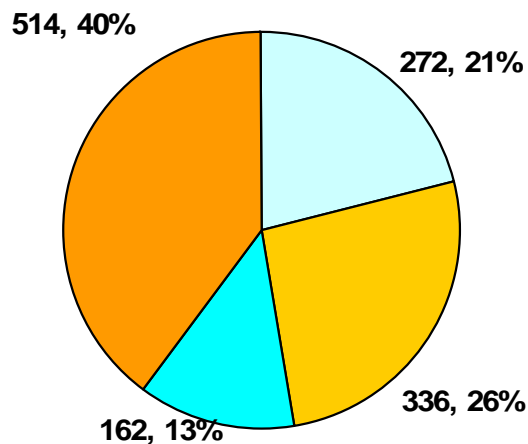
Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	78	32.50%	0.0110%
Total SL	42	17.50%	0.0059%
Total ST	120	50.00%	0.0170%
Total	240	100.00%	*0.0340%

Total Appropriated Fund Population 706,318

* Percentage shown in this report may not add to totals due to rounding

DoD Executives by Component (Appropriated Fund)

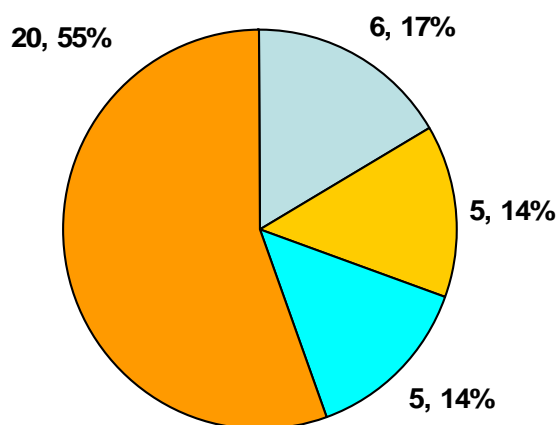
Senior Executive Service



□ Army □ Navy □ Air Force □ DoD Agencies

Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	272	21.18%	0.0385%
Navy	336	26.17%	0.0476%
Air Force	162	12.62%	0.0229%
DoD Agencies	514	40.03%	0.0728%
Total	1284	100.00%	*0.1818%

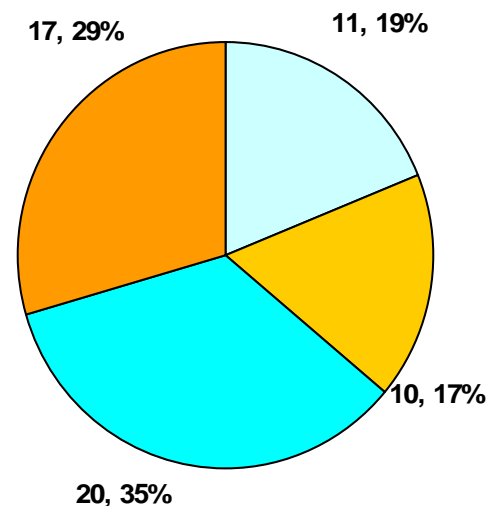
Executive Pay



□ Army □ Navy □ Air Force □ DoD Agencies

Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	6	16.67%	0.0008%
Navy	5	13.89%	0.0007%
Air Force	5	13.89%	0.0007%
DoD Agencies	20	55.56%	0.0028%
Total	36	100.00%	*0.0051%

Intelligence Executive



□ Army □ Navy □ Air Force □ DoD Agencies

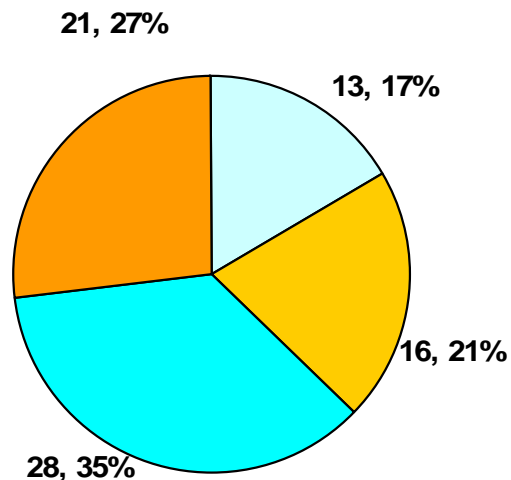
Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	11	18.97%	0.0016%
Navy	10	17.24%	0.0014%
Air Force	20	34.48%	0.0028%
DoD Agencies	17	29.31%	0.0024%
Total	58	100.00%	*0.0082%

Total Appropriated Fund Population 706,318

*Percentage shown in these reports may not add to totals due to rounding

Senior Level by Component (Appropriated Fund)

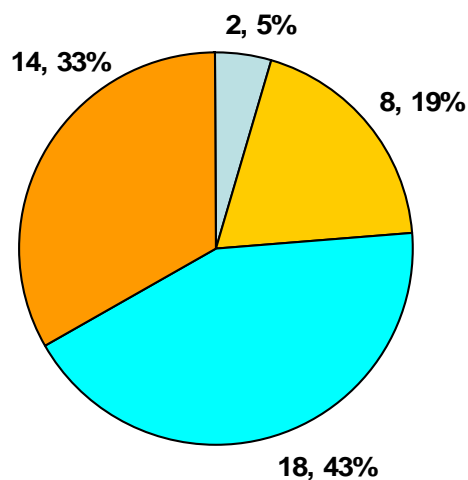
Intelligence Professional



□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Intelligence Professional			
Army	13	16.67%	0.0018%
Navy	16	20.51%	0.0023%
Air Force	28	35.90%	0.0040%
DoD Agencies	21	26.92%	0.0030%
Total	78	100.00%	*0.1810%

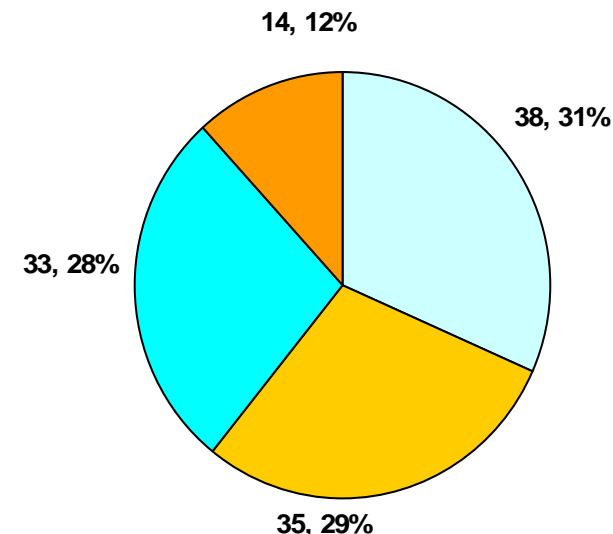
Senior Level Positions



□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Senior Level Positions			
Army	2	4.76%	0.0003%
Navy	8	19.05%	0.0011%
Air Force	18	42.86%	0.0025%
DoD Agencies	14	33.33%	0.0020%
Total	42	100.00%	*0.0059%

Scientific and Professional



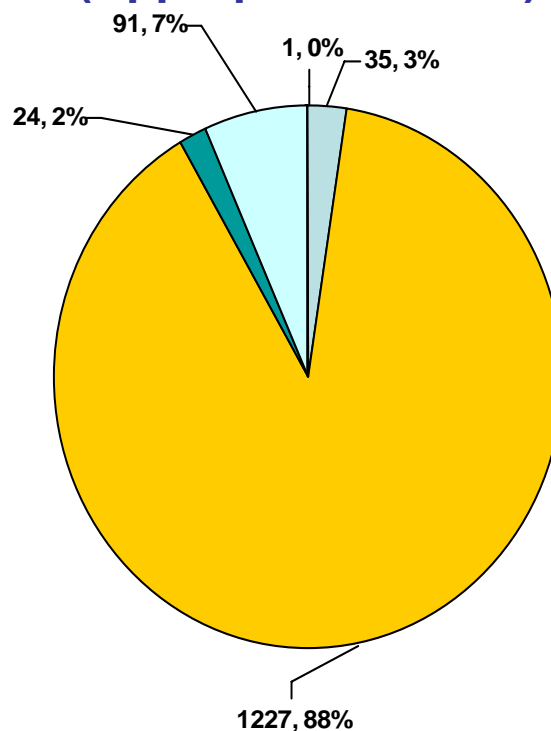
□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Scientific and Professional			
Army	38	31.67%	0.0054%
Navy	35	29.17%	0.0050%
Air Force	33	27.50%	0.0047%
DoD Agencies	14	11.67%	0.0020%
Total	120	100.00%	*0.0170%

Total Appropriated Fund Population 706,318

*Percentage shown in these reports may not add to totals due to rounding

DoD Executives by Appointment Type (Appropriated Fund)

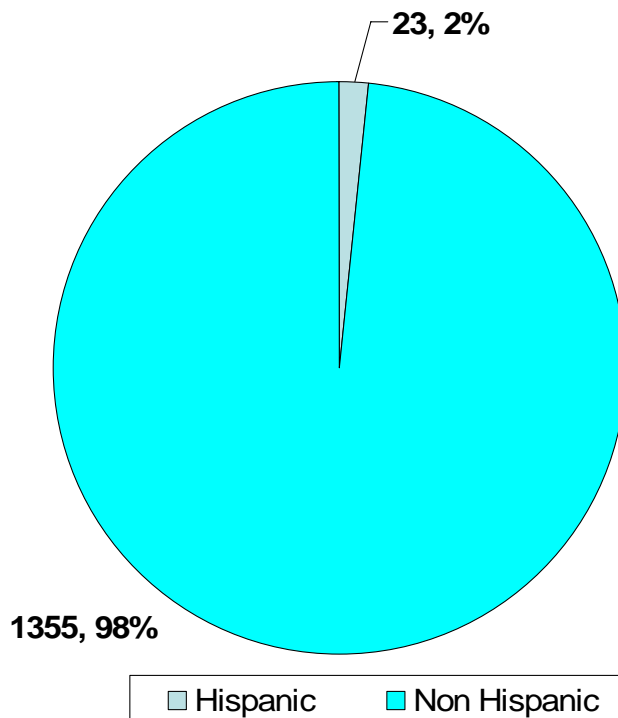
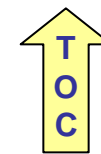


☐ Excepted Indefinite
 ☒ SES Career
 ☒ SES Limited Term
 ☐ SES Non Career
 ☒ Blank

DoD Executives by Appointment Type			
	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Excepted Indefinite	35	2.54%	0.0050%
SES Career	1227	89.04%	0.1737%
SES Limited Term	24	1.74%	0.0034%
SES Non Career	91	6.60%	0.0129%
Blank	1	0.07%	0.0001%
Total	1378	100.00%	*0.1951%

*Percentage shown in this report may not add to totals due to rounding
 This chart includes ES, EX and IE Pay Plans

DoD Executives Demographics (Appropriated Fund)



Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	23	1.67%	0.0033%
Not Hispanic	1355	98.33%	0.1918%
Total	1378	100.00%	*0.1951%

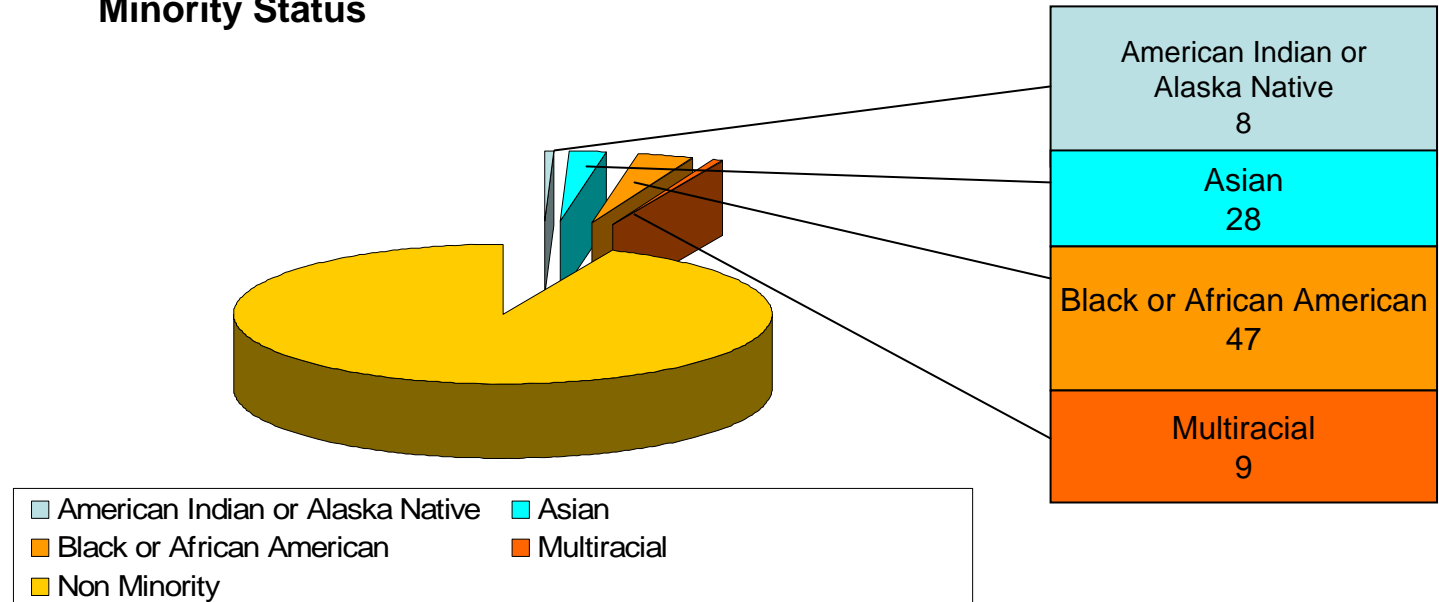
•Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 706,318

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status



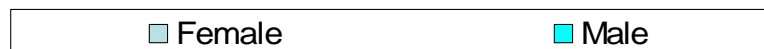
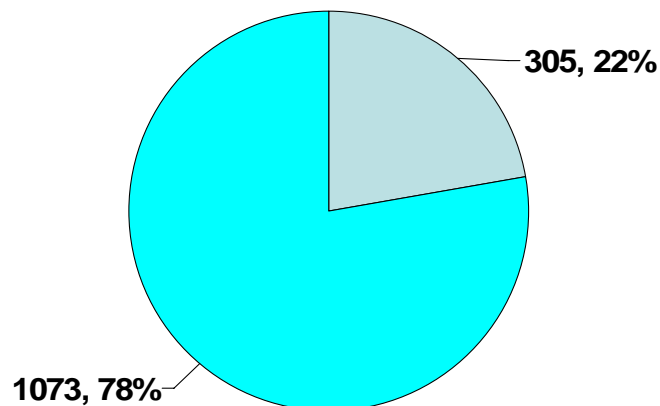
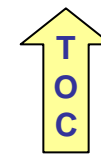
Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	8	0.58%	0.0011%
Asian	28	2.03%	0.0040%
Black or African American	47	3.41%	0.0067%
Multiracial	9	0.65%	0.0013%
White	1265	91.80%	0.1791%
Race Unspecified	19	1.38%	0.0027%
Identity Pending	2	0.15%	0.0003%
Total	1378	100.00%	*0.1951%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 706,318

DoD Executives Demographics (Appropriated Fund)



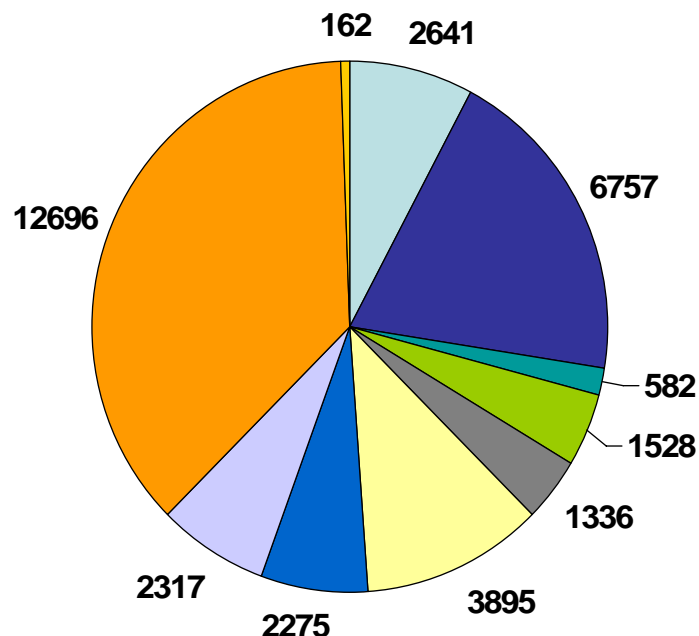
Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	305	22.13%	0.0432%
Male	1073	77.87%	0.1519%
Total	1378	100.00%	*0.1951%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 706,318

Lab/Demonstration Projects (Appropriated Fund)

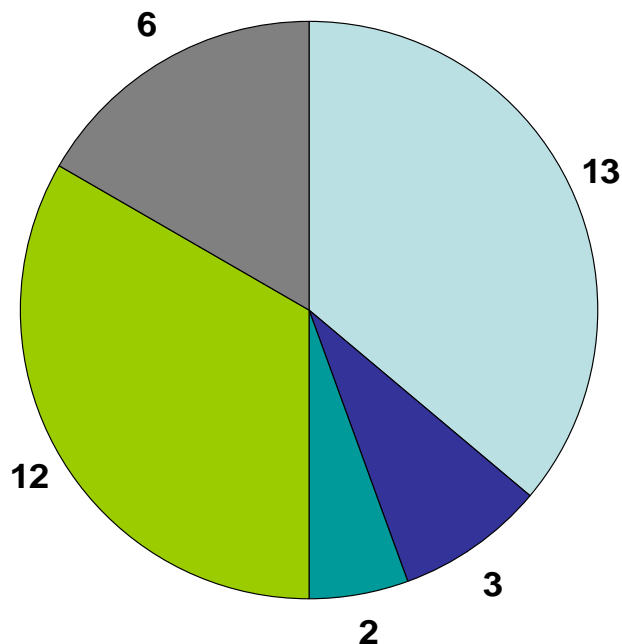
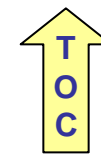


Air Force Research Lab	Army Aviation Research, Dev&Eng Ctr
Army Comm-Electronics Comm Research	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	China Lake Demo
DoD Acquisition Demo	Naval Research Lab
Navy Warfare Center	Space and Naval Warfare Sys Command

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2641	7.72%	0.37%
Army Aviation Research, Dev&Eng Ctr	6757	19.76%	0.96%
Army Comm-Electronics Comm Research	582	1.70%	0.08%
Army Engineer Research & Dev Ctr	1528	4.47%	0.22%
Army Medical Research and Mat Cmd	1336	3.91%	0.19%
China Lake Demo	3895	11.39%	0.55%
DoD Acquisition Demo	2275	6.65%	0.32%
Naval Research Lab	2317	6.78%	0.33%
Navy Warfare Center	12696	37.13%	1.80%
Space and Naval Warfare Sys Command	162	0.47%	0.02%
Total	34189	100.00%	4.84%

Total Appropriated Fund Population 706,318

Lab/Demonstration Projects (Appropriated Fund)

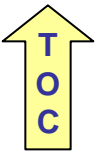


Army Aviation Research, Dev&Eng Ctr	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	Naval Research Lab
Navy Warfare Center	

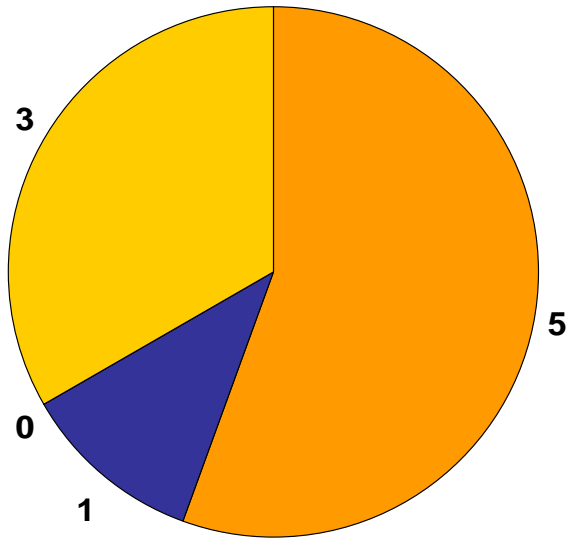
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	48.15%	0.0018%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	3	33.33%	0.0004%
Army Medical Research and Mat Cmd	2	7.41%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	12	44.44%	0.0017%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	6	66.67%	0.0008%
Total	27	100.00%	0.0038%	9	100.00%	0.0013%

Total Appropriated Fund Population 706,318

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



Current Employees

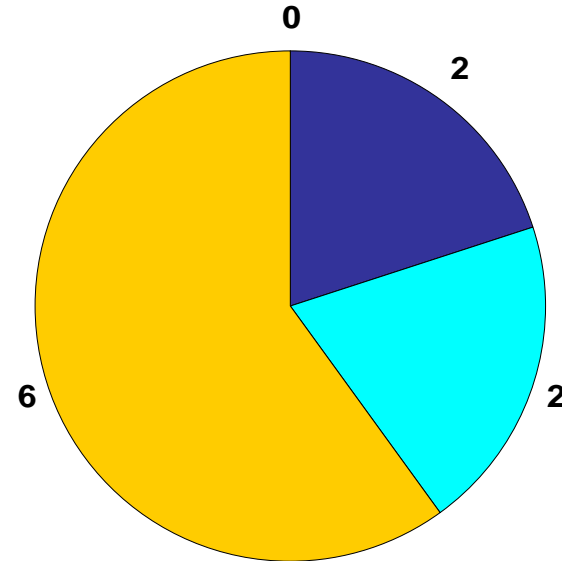


Army Navy Air Force DoD Agencies

Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	55.56%	0.001%
Navy	1	11.11%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	3	33.33%	0.000%
Total	9	100.00%	0.001%

Total Appropriated Fund Population 706,318

Hires No Longer on Rolls



Army Navy Air Force DoD Agencies

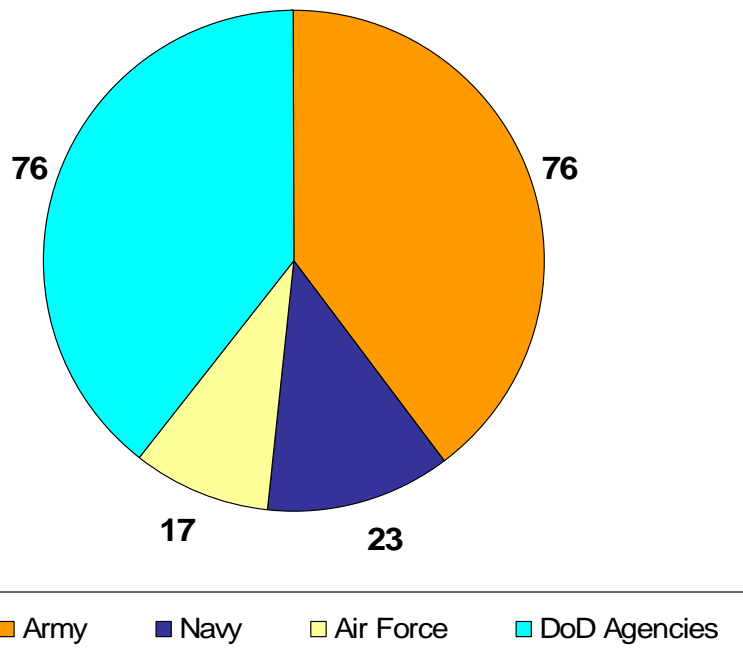
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	6	60.00%	0.001%
Navy	2	20.00%	0.000%
Air Force	2	20.00%	0.000%
DoD Agencies	0	0.00%	0.000%
Total	10	100.00%	0.001%

Total Appropriated Fund Population 706,318

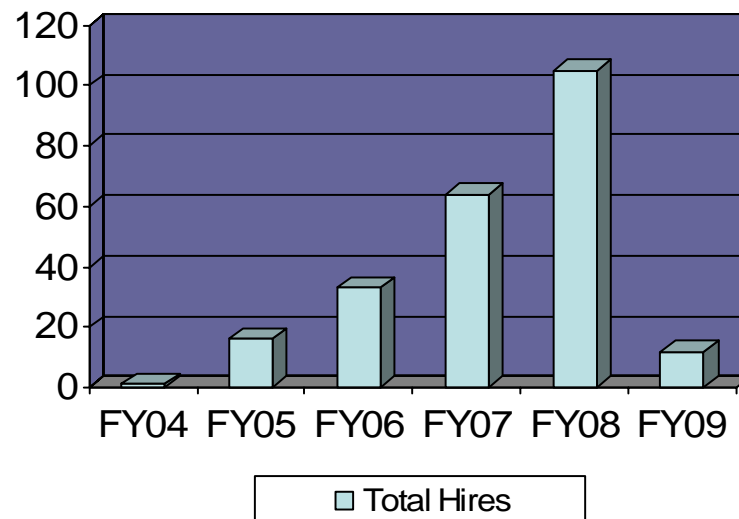
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



Current Employees



Total Hires since Feb 27, 2004



Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	76	39.58%	0.011%
Navy	23	11.98%	0.003%
Air Force	17	8.85%	0.002%
DoD Agencies	76	39.58%	0.011%
Total	192	100.00%	*0.027%

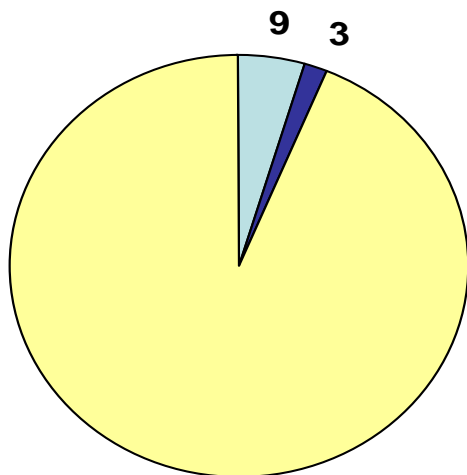
Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total HQE Hires by FY	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.43%	0.000%
FY05	16	6.93%	0.002%
FY06	33	14.29%	0.005%
FY07	64	27.71%	0.009%
FY08	105	45.45%	0.015%
FY09	12	5.19%	0.002%
Total	231	100.00%	*0.033%

Total Appropriated Fund Population 706,318

*Percentage shown in this report may not add to totals due to rounding

*Percentage shown in this report may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)

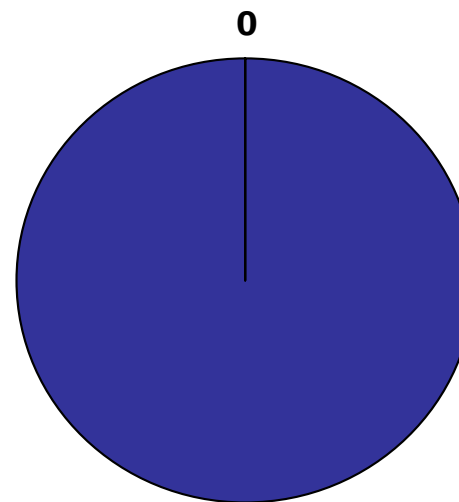


180

■ Asian
 ■ Black or African American
 ■ White

Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
Asian	9	4.69%	0.001%
Black or African American	3	1.56%	0.000%
White	180	93.75%	0.025%
Total	192	100.00%	*0.027%

Total Appropriated Fund Population 706,318



192

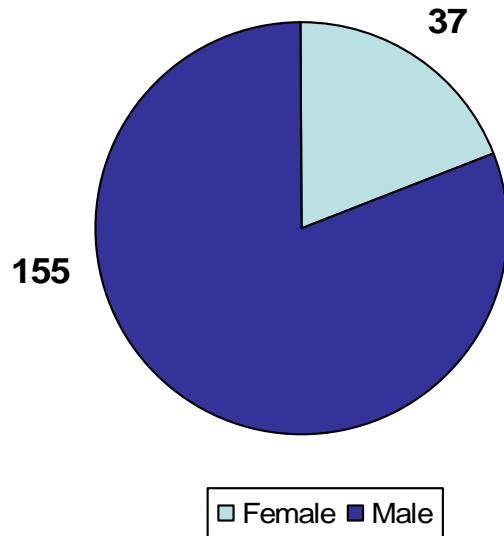
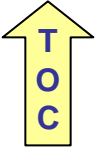
■ Hispanic
 ■ Not Hispanic

Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	192	100.00%	0.027%
Total	192	100.00%	*0.027%

Total Appropriated Fund Population 706,318

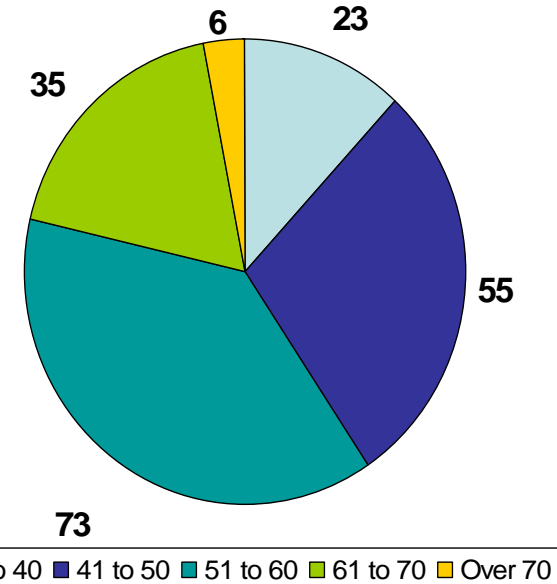
* Percentages shown in these reports may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender
Female	37	19.27%
Male	155	80.73%
Total	192	100.00%

Total Appropriated Fund Population 706,318

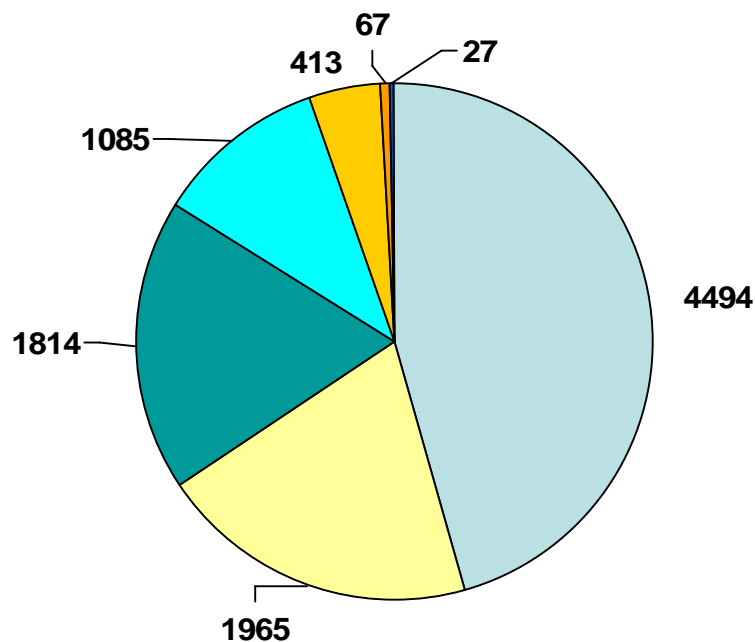
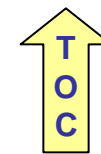


Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	23	11.98%	0.003%
41 to 50	55	28.65%	0.008%
51 to 60	73	38.02%	0.010%
61 to 70	35	18.23%	0.005%
Over 70	6	3.13%	0.001%
Total	192	100.00%	*0.027%

Total Appropriated Fund Population 706,318

*Percentages shown in these reports may not add to totals due to rounding

Administratively Determined (Appropriated Fund)



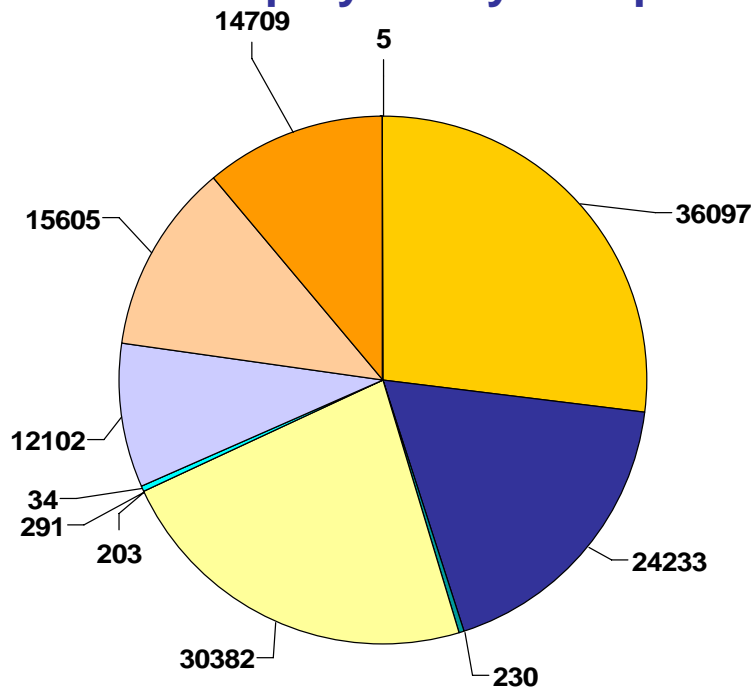
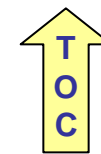
■ AD 00-04
 ■ AD 05-09
 ■ AD 10-14
 ■ AD 15-19
 ■ AD 20-24
 ■ AD 25-28
 ■ AD 30

Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4494	45.55%	0.64%
AD 05-09	1965	19.92%	0.28%
AD 10-14	1814	18.39%	0.26%
AD 15-19	1085	11.00%	0.15%
AD 20-24	413	4.19%	0.06%
AD 25-28	67	0.68%	0.01%
AD 30	27	0.27%	0.00%
Total	9865	100.00%	1.40%

Total Appropriated Fund Population 706,318

NON APPROPRIATED FUND

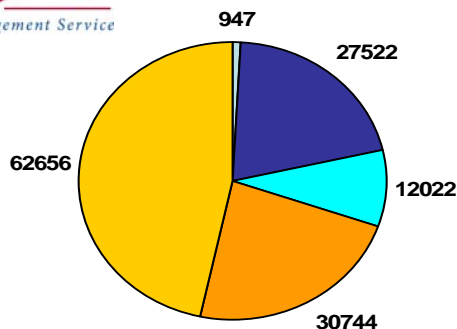
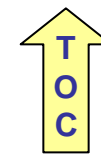
Non Appropriated Fund Employees by Component



AAFES	Air Force	Armed Forces Information Services
Army	DFAS	DLA
DHRA	Marine Corps	Navy
Navy Exchange	OSD	

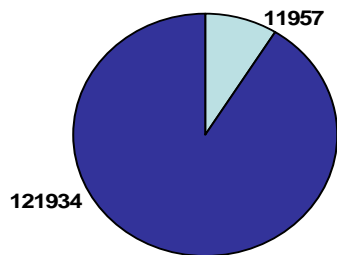
Non Appropriated Fund Employees		
Total = 133891		
AAFES	36097	27%
Air Force	24233	18%
Armed Forces Information Services	230	0%
Army	30382	23%
DFAS	203	0%
DLA	291	0%
DHRA	34	0%
Marine Corps	12102	9%
Navy	15605	12%
Navy Exchange	14709	11%
OSD	5	0%
Total	133891	100%

General Workforce Demographics (Non Appropriated Fund)



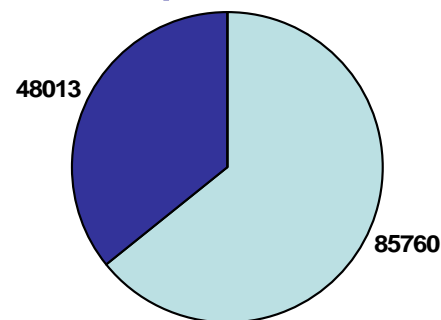
☐ Amer Indian/Alaskan Native
 ☐ Black
 ☐ Other Asian/Pacific Islander
☐ White
 ☐ Race Unspecified

Race Designation Total = 133891		
Amer Indian/Alaskan Native	947	1%
Black	27522	47%
Other Asian/Pacific Islander	12022	9%
White	30744	21%
Race Unspecified	62656	23%
Total Non Appropriated Fund Population	133891	100%



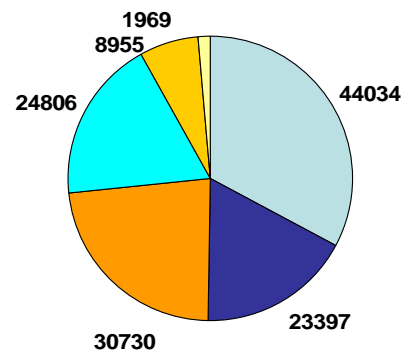
☐ Hispanic
 ☐ Not Hispanic

Ethnicity Total = 133891		
Hispanic	11957	9%
Not Hispanic	121934	91%
Total Non Appropriated Fund Population	133891	100%



☐ Female
 ☐ Male
 ☐ Unspecified

Gender Total = 133891		
Female	85760	64%
Male	48013	36%
Unspecified	118	0%
Total Non Appropriated Fund Population	133891	100%

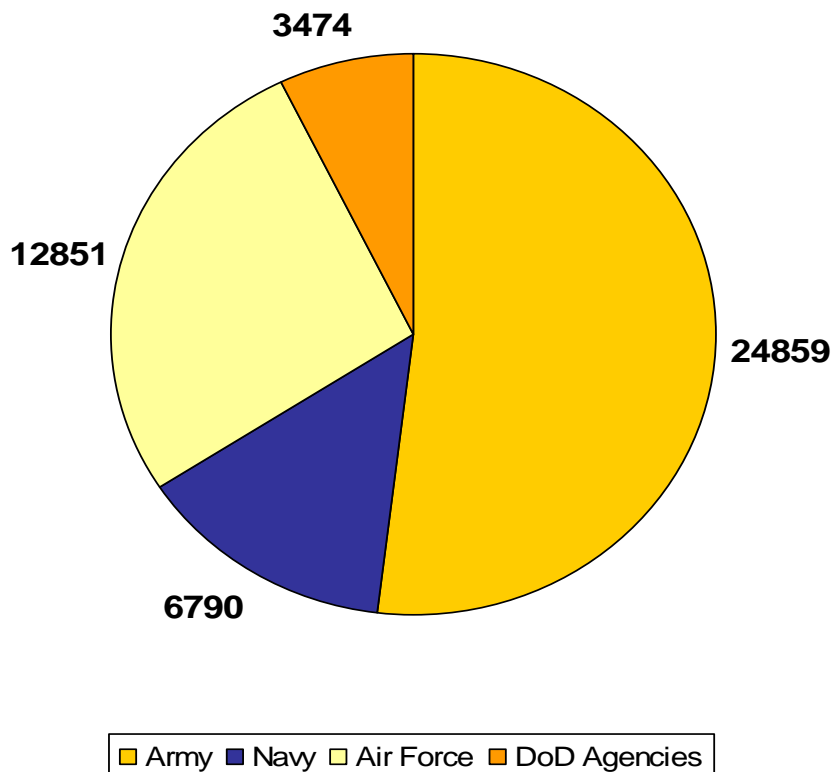


☐ 30 and below
 ☐ 31 to 40
 ☐ 41 to 50
 ☐ 51 to 60
 ☐ 61 to 70
 ☐ Over 70

Age Total = 133891		
30 and below	44034	33%
31 to 40	23397	17%
41 to 50	30730	23%
51 to 60	24806	19%
61 to 70	8955	7%
Over 70	1969	1%
Total Non Appropriated Fund Population	133891	100%

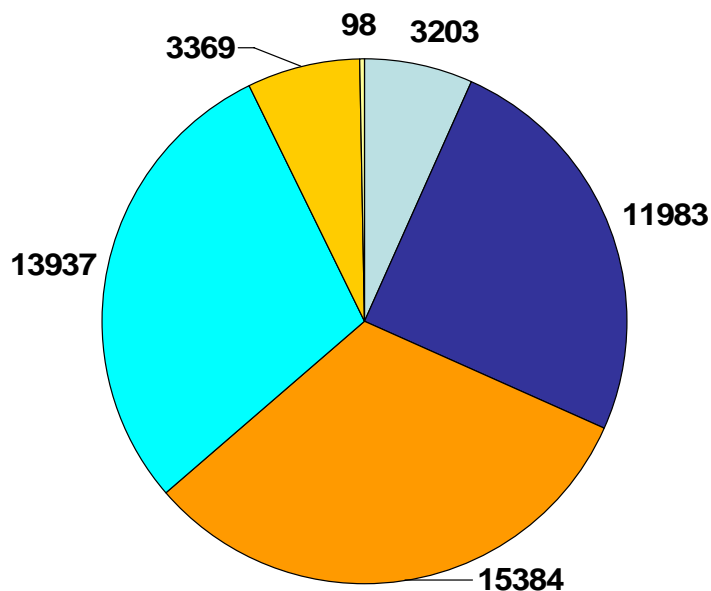
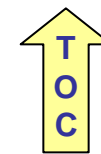
LOCAL NATIONALS

Local National Employees by Component



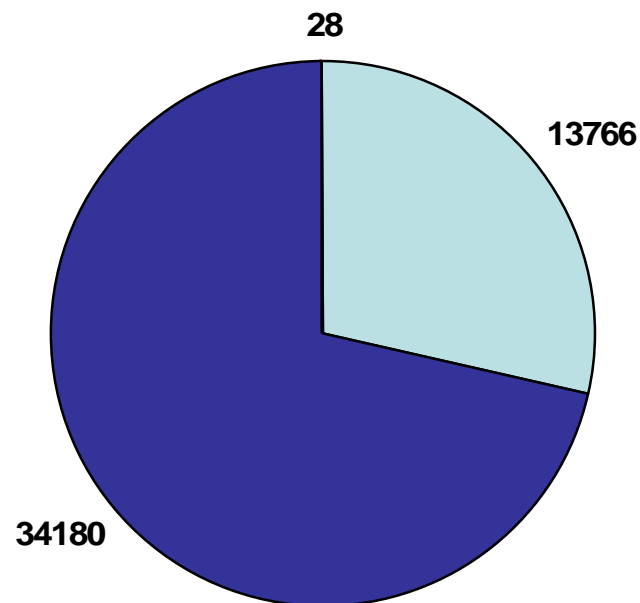
Local Nationals		
Army	24859	52%
Navy	6790	14%
Air Force	12851	27%
DoD Agencies	3474	7%
Total Local National Population	47974	100%

General Workforce Demographics (Local Nationals)



30 and below 31 to 40 41 to 49 50 to 59 60 to 69 70 and over

Age		
30 and below	3203	7%
31 to 40	11983	25%
41 to 49	15384	32%
50 to 59	13937	29%
60 to 69	3369	7%
70 and over	98	0%
Total Local National Population	47974	100%



Female Male Unspecified

Gender		
Female	13766	29%
Male	34180	71%
Unspecified	28	0%
Total Local National Population	47974	100%